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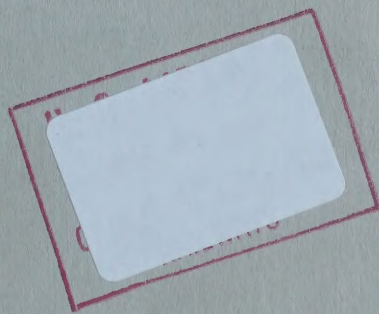
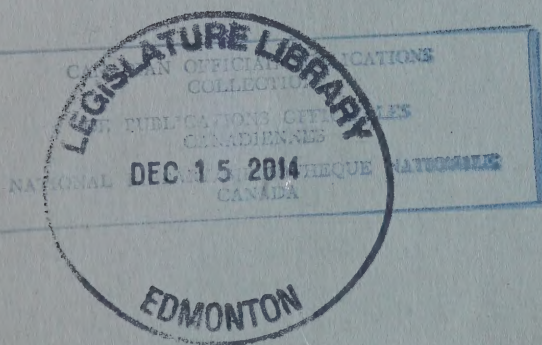
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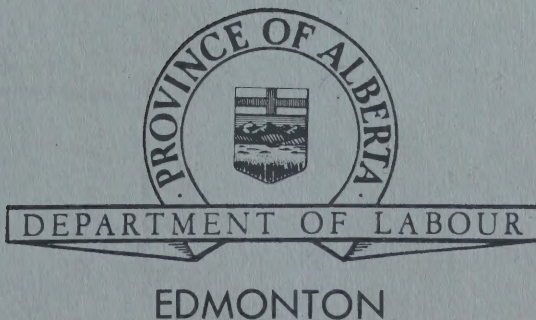
Board of Industrial Relations

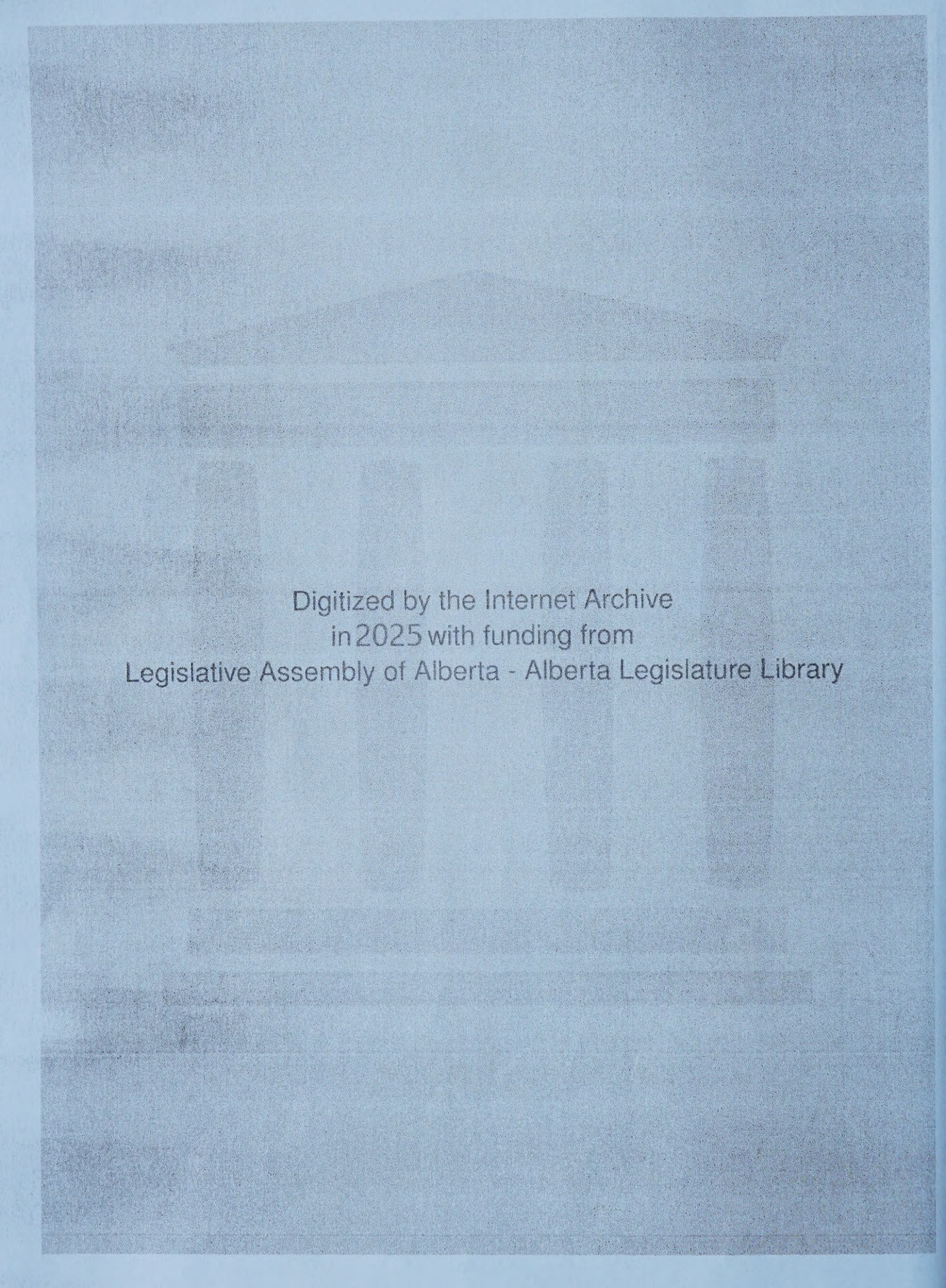
BULLETIN

ON THE BOARD'S ACTIVITIES
OCTOBER 1st TO DECEMBER 31st, 1963



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DEPARTMENT OF LABOUR

HONOURABLE R. REIERSON

Minister

K. A. PUGH

Deputy Minister

BOARD OF INDUSTRIAL RELATIONS

MEMBERS

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D. I. GARDNER - Vice-Chairman

WINNIFRED ROSS HARRY BOYSE

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H. C. FRENCH
Secretary

W. MADAY

Chief Inspector

J. B. ADAMS

Chief Labour Relations Officer

Published every three months by
The Board of Industrial Relations
Edmonton, Alberta.

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STATISTICAL INFORMATION

BULLETIN

1963

A

STATISTICAL INFORMATION

BULLETIN

This Bulletin is a synopsis of the activities of the Board of Industrial Relations in the administration of The Alberta Labour Act during the period of October 1st, 1963 to December 31st, 1963.

Parts I to IV of The Act inclusive deal with Hours of Work, Minimum Wage, Labour Welfare, Vacation Pay and Industrial Standards Schedules.

Part V sets forth procedure for the purposes of Collective Bargaining.

This Bulletin deals with those phases of the Board's Work in giving assistance to workers and employers effecting just and friendly settlements of all disputes.

<u>PARTS I</u>	<u>to</u>	<u>IV</u>	<u>INCLUSIVE</u>	<u>1963</u>
Number of Board Meetings (including Public Hearings)				12
Number of Inspections				9,283
Number of Business Places Inspected				2881
Number of Employees Affected				15,696
<u>SETTLEMENTS MADE:</u>				
Overtime Arrears				18,252.18
Vacation Pay Orders				20,812.65
Under Payment of Minimum Wage				2,417.53
Non-Payment of Wages Due				19,631.42
TOTAL				<u>61,113.78</u>
Number of Employees Affected by above settlements:				
Male				1070
Female				250
TOTAL				<u>1320</u>
Number of Complaints Received				2,047
Number of Employees for whom Weekly Increases Obtained to at least the Minimum Wage:				
Male				18
Female				50
TOTAL				<u>68</u>
Amount of Weekly Increases Obtained for above Employees:				
Male				55.32
Female				107.70
TOTAL				<u>163.02</u>

Value of Vacation Pay Stamps Sold	\$ 183,935.04
-----------------------------------	---------------

Number of Vacation Pay Stamp Books Sold	3,570
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INDUSTRIAL STANDARDS

Number of Schedules	15
Number of Inspections	63
Number of Interviews	162
Number of Complaints	11
Number of Special Inspections or Investigations	17

PROSECUTIONS

Charges carried over from previous period	62
Number of Charges entered	38
Convictions	18
Withdrawals	9
Dismissals	Nil
Warrants Executed	Nil
Committals	Nil
Pending	72
Appeals	Nil
Amount of Fines assessed	\$ 455.00
Amount of Costs assessed	84.10
Failure to comply with Court Orders (Vacation Pay and Fines)	216.20

AMOUNTS IMPLICATED

Minimum	Nil
Arrears of Wages	2755.94
Vacation Pay	1277.84

CERTIFICATIONS

Section 61 of The Alberta Labour Act provides that on receipt of an application for certification as bargaining agent, the Board shall satisfy itself that the Trade Union claiming the right to bargain for the employees, is a proper agent and has been properly elected by a majority of the employees in the unit.

The Board must also satisfy itself that the unit or classifications of employees is appropriate for collective bargaining.

The Board shall make such enquiries as is expedient to determine the merits of the applications.

During the period from October 1st, 1963 to December 31st, 1963, the Board processed forty-three (43) applications plus those shown as pending previously, the disposition being as follows:

Granted	42
Refused	12
Returned	2
Withdrawn	0
Pending	8

REVOCATION OF CERTIFICATIONS

Section 66 of The Alberta Labour Act, provides that on receipt of an application for the Revocation of the certification of the bargaining agent, the Board shall determine the merits of the application and shall satisfy itself whether the majority of the employees in the unit desire the union to continue to act as bargaining agent or the Trade Union has ceased to be a proper bargaining agent.

During the period October 1st, 1963 to December 31st, 1963, the Board processed eight (8) applications for the revocation of the certification of a bargaining agent plus those shown as pending previously, the disposition being as follows:

Certifications revoked	4
Applications refused	2
Applications returned	2
Applications pending	2

CONCILIATIONS

Section 82 of The Alberta Labour Act provides that wherever a dispute exists and the parties themselves are unable to adjust it, either party may make application to the Minister for the appointment of a Conciliation Commissioner. From October 1st, 1963 to December 31st, 1963, the disputes referred to Conciliation Commissioners plus those previously referred to Conciliation Commissioners progressed as follows:

Settled in Conciliation	25
Referred to Conciliation	
Board	5
Unsuccessful Conciliation	
No Board Recommended	1
Appointment Cancelled	1
Pending	<u>14</u>
TOTAL	46

CONCILIATION BOARDS

The Alberta Labour Act provides that where a Conciliation Commissioner is unable to bring about any settlement or adjustment of a dispute, the dispute may be referred to a Conciliation Board. If in the opinion of the Minister a further endeavour should be made to bring about agreement between the parties in dispute, the Minister may appoint a Conciliation Board consisting of three (3) members.

During the period from October 1st, 1963 to December 31st, 1963, there were nine (9) Conciliation Boards established to whom twenty-nine (29) disputes were referred. Several disputes may be referred to one Conciliation Board where more than one employer in an industry is involved in a dispute with the same Union, conversely a Conciliation Board may deal with a dispute involving several unions and one Employer. The awards brought down by Boards during the period October 1st, 1963 to December 31st, 1963, are as follows:

Unanimous Awards	6
Majority Awards	3
Dissent by Employers Members	0
Dissent by Employees Members	3
Acceptance by both parties	6
Acceptance by Employers only	5
Acceptance by Employees only	0
Rejection by both parties	6
Rejections of Unanimous Awards	
by either or both parties	2
By Employer	2
By Employee	2

VOTES

Re:	Conciliation Board Awards	13
Re:	Appointment of a Bargaining Agent	8
Re:	Revocation of Certification	3
Re:	Strike Action	10
	- In favour	7
	- Against	3
Re:	Section 104 of The Alberta Labour Act	0

STRIKES

After provisions of The Alberta Labour Act complied with	0
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SUMMARY OF COURT CASES - BOARD OF INDUSTRIAL RELATIONS

Charges laid for Infractions of The Alberta Labour Act and Orders

October 1st, 1963 to December 31st, 1963.

	FINES	COSTS	I/D DAYS	ARREARS	Informations Brought Forward and Disposition		New Cases this period and Disposition		CONVICTIONS	WITHDRAWALS	BALANCE
					No.	Completed	No.	Completed	Balance		
Sec. 11 (1) Failure to Maintain Time Records	75.00	8.00	90	150.00	2	1	2	2			1
Sec. 11 (4) Failure to Produce Records on Board Order	125.00	15.90	150	1,583.05	4	4	13	1	12		12
Sec. 18 Shift Schedules					1	1	1		1	1	10
Sec. 29 Orders #1 and #2					9	3	9	2	7	1	27
Sec. 41 Failure to pay wages	105.00	16.80	50	1,022.89	23	3				4	
Sec. 43 Vacations with Pay											
Order #5	50.00	36.80		398.75	11	4	4		4		11
Sec. 43 Vacations with Pay											
Order #6	100.00	6.60		844.90	7	1	7	5	2	3	8
Sec. 43 (8) Failure to Pay Order or Fines and Costs											
Vacations with Pay	216.20			216.20	4	2	1	1		3	2
Order No. 32	34.19			34.19	1	1			1	1	1
Sec. 52 Automotive Schedule											
TOTAL	455.00	84.10	290	4,249.98	62	17	38	11	27	9	72

BOARD OF INDUSTRIAL RELATIONS

LABOUR WELFARE REPORT

QUARTERLY REPORT ENDING DECEMBER, 1963

	HOUSEKEEPING	TOILETS & WASHROOMS	DINING FACILITIES
Instructions outstanding as of September 30th, 1963	14	66	13
Instructions issued October 1/63 to December 31/63	2	4	5
TOTAL	16	70	18
Completed Instructions October 1/63 to December 31/63	5	23	5
Instructions outstanding as of December 31st, 1963	11	47	13
Number of Females involved in instructions issued	52		
Number of Males	<u>99</u>		
Total	151		

THE ALBERTA LABOUR ACT

APPLICATIONS FOR

CERTIFICATION

ISSUED

THE ALBERTA LABOUR ACT

CERTIFICATIONS

OCTOBER 1st, 1963 to DECEMBER 31st, 1963

I S S U E D

1. United Brotherhood of Carpenters and Joiners of America, Local 3002, Airdrie, Alberta and Alberta Trailer Company (1961) Ltd., Calgary.

UNIT: "All of the employees of Alberta Trailer Company (1961) Ltd. in their plant adjacent to Airdrie, Alberta except office employees and those employees authorized to hire and discharge other employees."

Number of employees in unit: 394

CERTIFICATION NO. 102 - 63

2. Retail Clerks International Association, Local 401, Edmonton and The Merco Wholesale Limited, Edmonton, Alberta.

UNIT: "All employees employed in or about the warehouses of The Merco Wholesale Limited, in the greater Edmonton area, including shippers, receivers, checkers, truck drivers, swamper and warehousemen, but excluding office staff and those in a confidential capacity with the right to hire and fire."

Number of employees in unit: 47

CERTIFICATION NO. 103 - 63

3. Construction and General Laborers Union, Local No. 1111, Calgary, Alberta and Christensen and MacDonald Construction Ltd., Edmonton, Alberta.

UNIT: "All Employees classified as Labourers, Labour Foreman, Jackhammer Men, Concrete Finishers (not Journeymen), Mortar Mixers, Pipe Layers doing sewer and water work and Light Truck Drivers."

Number of employees in unit: 20

CERTIFICATION NO. 104 - 63

4. Retail Clerks International Association, Local 401, Edmonton, and Johnston Terminals Limited, Edmonton, Alberta.

UNIT: "All employees employed on trucks owned/or operated by the employer in the greater Edmonton area except those in a supervisory capacity with the right to hire and fire."

Number of employees in unit: 7

CERTIFICATION NO. 105 - 63

5. Wood, Wire and Metal Lathers International Union, Local No. 205, Edmonton, and Walter Melnyk Plastering Ltd., Edmonton, Alberta.

UNIT: "Lathers (Gyproc, Stucco-Wire and Metal).

Number of employees in unit: 4

CERTIFICATION NO. 106 - 63

6. International Association of Machinists, Lodge 1722, Edmonton and Crosstown Motors - a Division of Paris Investments Ltd., Edmonton.

UNIT: "Licensed Motor Vehicle Mechanics and Registered Apprentices to the Trade, Employed at 11740 - Jasper Avenue and, or 10045 - 79th Avenue, Edmonton."

Number of employees in unit: 29

CERTIFICATION NO. 107 - 63

7. Parker Terminals Services Ltd. Maintenance Division Employees Association, Edmonton and Parker Terminals Services Ltd., Edmonton.

UNIT: "All tractor shop employees, all trailer shop employees, all wash bay employees, all refrigeration maintenance employees, all maintenance clerks, all parts room employees and clerks including parts pick-up driver and all janitors. Office workers and foremen not included."

Number of employees in unit: 44

CERTIFICATION NO. 108 - 63

8. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary and Commonwealth Construction Company Limited, Calgary, Alberta.

UNIT: "All Employees who are directly connected with all phases of placing, cutting, bending, fabricating and tying of reinforcing iron, excluding labourers and carpenters."

Number of employees in unit: 5

CERTIFICATION NO. 109 - 63

9. United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge, Alberta and Arias (Spanish) Construction Ltd., Lethbridge, Alberta.

UNIT: "Carpenter Foreman, Carpenters and Indentured carpenters apprentices and (non Indentured) apprentices. All Form Setters and Framers and any other employees that are doing carpenter work on General Construction."

Number of employees in unit: 4

CERTIFICATION NO. 110 - 63

10. United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Christensen and Macdonald Construction Ltd., Edmonton, Alberta.

UNIT: "Carpenters, Carpenter Foremen and Carpenter Apprentices excluding foremen with the right to hire and fire and those above the rank of such foremen."

Number of employees in unit: 19

CERTIFICATION NO. 111 - 63

11. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local 987, Calgary, and Central Alberta Dairy Pool, Coronation, Alberta.

UNIT: "All Employees with the exclusion of Office Staff and those in supervisory positions with the right to hire, discharge or change the status of Employees."

Number of employees in unit: 3

CERTIFICATION NO. 112 - 63

12. Truckers, Cartagemen and Building Material Employees, Local Union No. 362, Calgary, and Explosives Limited, Calgary, Alberta.

UNIT: "All truck drivers and magazine operators, excluding office staff, riders and all those with the right to hire and fire."

Number of employees in unit: 13

CERTIFICATION NO. 113 - 63

13. Retail Clerks International Association, Local 401, Edmonton and Alberta National Drug Company Limited, Edmonton, Alberta.

UNIT: "All warehouse employees excluding warehouse management and the janitor."

Number of employees in unit: 30

CERTIFICATION NO. 114 - 63

14. Truckers, Cartagemen and Building Material Employees, Local Union No. 362, Calgary, and Transco Services Limited, Calgary, Alberta.

UNIT: "All employees employed as truck drivers, warehousemen, checkers and fork lift operators in the City of Calgary, excluding office staff and those in a supervisory capacity with the right to hire and fire."

Number of employees in unit: 27

CERTIFICATION NO. 115 - 63

15. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton and T. S. Evans Construction Ltd., Calgary.

UNIT: "Carpenters, Carpenter Foremen and Carpenter Apprentices."

Number of employees in unit: 27

CERTIFICATION NO. 116 - 63

16. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton, and Canadian Comstock Company Limited, Edmonton, Alberta.

UNIT: "Carpenters, Carpenter Apprentices and Carpenter Foremen."

Number of employees in unit: 7

CERTIFICATION NO. 117 - 63

17. Hod Carriers, Building and Common Laborers Union, Local 92, Edmonton and Rae & Lee Construction Ltd., Edmonton, Alberta.

UNIT: "Laborers when employed as dumpmen, tampermen, chippermen, mixermen, vibratormen, grinder operators, jackhammerman, breakermen, pump tenders, tubular scaffolders, General laborers, powerbuggy operators, pipe layers (non metallic) Laborers tending all crafts including mixing, handling and conveying of all materials used by the crafts."

Number of employees in unit: 6

CERTIFICATION NO. 118 - 63

18. Hod Carriers, Building and Common Laborers Union, Local No. 92, Edmonton, and Zenith Construction Limited, Edmonton, Alberta.

UNIT: "Labourers when employed as dumpmen, tampermen, chippermen, mixermen, vibratormen, grinder operators, jackhammerman, breakermen, pump tenders, tubular scaffolders - General Labourers, powerbuggy operators, pipe layers (non metallic) labourers tending all crafts including mixing, handling and conveying of all materials used by the crafts excluding employees engaged in house building."

Number of employees in unit: 2

CERTIFICATION NO. 119 - 63

19. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton, Alberta and Zenith Construction Limited, Edmonton, Alberta.

UNIT: "Carpenters, Carpenter Apprentices and Carpenter Foremen."

Number of employees in unit: 15

CERTIFICATION NO. 120 - 63

20. Retail Clerks International Association, Local 401, Edmonton, and Newhouse Wholesale Limited, Edmonton, Alberta.

UNIT: "All employees employed in or about the warehouses of Newhouse Wholesale Limited in the Greater Edmonton Area, including Shippers, Receivers, Checkers, Truck Drivers, Swampers and Warehousemen, but excluding office staff and those in a confidential capacity and those with the right to hire and fire."

Number of employees in unit: 12

CERTIFICATION NO. 121 - 63

21. Sheet Metal Workers International Association, Local Union 271, Edmonton and Charter Distributors Ltd., Edmonton, Alberta.

UNIT: "All journeymen and apprentice sheet metal workers, helpers able to qualify for apprenticeship and the clean up man, excluding those in supervisory capacity able to hire and discharge shippers, receivers, stock-men, and warehouse men."

Number of employees in unit: 6

CERTIFICATION NO. 122 - 63

22. Building Service Employees' Union, Local Union 323-A, Edmonton and Immaculata Hospital, Westlock, Alberta.

UNIT: "All employees except Sisters, Registered Nursing Aides and Nursing Aide Trainees, Registered Laboratory Technicians, Operating Room Technicians, Registered Medical Records Librarian and also excluding those employees exercising managerial functions and those employed in a confidential capacity in matters relating to labour relations."

Number of employees in unit: 68

CERTIFICATION NO. 123 - 63

23. Retail Clerks International Association, Local 401, Edmonton and Northwest Drug Company Limited, Edmonton, Alberta.

UNIT: "All employees employed by the Employer in the Greater Edmonton Area, except office staff, salesmen and those in a confidential capacity and those with the right to hire and fire."

Number of employees in unit: 30

CERTIFICATION NO. 124 - 63

24. Hod Carriers, Building and Common Laborers Union Local No. 92, Edmonton and Arbro Construction Ltd., Edmonton, Alberta.

UNIT: "Laborers when employed as dumpmen, tampermen, chippermen, mixermen, vibratormen, grinder operators, jackhammerman, breakermen, pump tenders, tubular scaffolders - General laborers, powerbuggy operators, pipe layers (non-metallic) Laborers tending all crafts including mixing, handling and conveying of all materials used by the crafts."

Number of employees in unit: 5

CERTIFICATION NO. 125 - 63

25. Operative Plasterers' and Cement Masons International Association of the United States and Canada, Local 324, Calgary and Morigeau & Petersen, Calgary, Alberta.

UNIT: "All employees who are doing; Interior or exterior plastering of cement, stucco, imitation stone or brick; sticking, applying or blowing of acoustic, browng or cement materials, casting, finishing, patching running of moulding and cornices, also the sticking of same, excluding labourers, carpenters and bricklayers."

Number of employees in unit: 7

CERTIFICATION NO. 126 - 63

26. Construction and General Laborers' Union, Local No. 1111, Calgary and Anglin Norcross Western Ltd., Vancouver, British Columbia.

UNIT: "All employees classified as labourers, Labour Foreman, Jackhammer men, concrete labourers, mortar mixers, pipelayers doing sewer and water work and Light truck drivers."

Number of employees in unit: 15

CERTIFICATION NO. 127 - 63

27. United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Anglin Norcross Western Ltd., Vancouver, British Columbia.

UNIT: "Carpenters, Carpenters Foreman and Carpenter Apprentices."

Number of employees in unit: 14

CERTIFICATION NO. 128 - 63

28. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, Edmonton and Champion's Delivery, Edmonton, Alberta.

UNIT: "All employees, excluding office staff and supervisory personnel with the right to hire and discharge."

Number of employees in unit: 9

CERTIFICATION NO. 129 - 63

29. Beverage Dispensers International Union, Local 265, Calgary, and The Highlander Motor Hotel Ltd., Calgary, Alberta.

UNIT: "All Tapmen, Waiters, and Sparemen, employed in the Mens' and Ladies and Escorts' Beverage Rooms of the Highlander Motor Hotel, Calgary, Alberta."

Number of employees in unit: 24

CERTIFICATION NO. 130 - 63

30. United Brotherhood of Carpenters and Joiners of America, Local Union 1923, Camrose and Burns & Dutton Construction (1962) Ltd., Edmonton, Alberta.

UNIT: "Carpenters."

Number of employees in unit: 7

CERTIFICATION NO. 131 - 63

31. Westrol Employees Association, Calgary and Western Rolling Mills Ltd., Calgary, Alberta.

UNIT: "All employees of the Company excluding foremen and office staff and those employed in a confidential capacity."

Number of employees in unit: 18

CERTIFICATION NO. 132 - 63

32. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and A. D. Ross & Company Limited, Calgary, Alberta.

UNIT: "All employees who are directly connected with all phases of erection of structural and miscellaneous iron, and employees who are doing machinery moving and rigging."

Number of employees in unit: 3

CERTIFICATION NO. 133 - 63

33. United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary, Alberta and Jason Construction Ltd., Calgary, Alberta.

UNIT: "Carpenters, Carpenters Foreman and Carpenter Apprentices."

Number of employees in unit: 5

CERTIFICATION NO. 134 - 63

34. International Stereotypers' and Electrotypers' Union, Local 109, Calgary, Alberta and The Calgary Herald, A Division of Southam Company Limited, Calgary, Alberta.

UNIT: "All employees of the stereotype department."

Number of employees in unit: 12

CERTIFICATION NO. 135 - 63

35. Calgary Public Library Staff Association, Calgary and Calgary Public Library Board, Calgary, Alberta.

UNIT: "All full and regular part-time employees of the Calgary Public Library with the exception of (a) Chief Librarian (b) Assistant Librarian (c) Administrative Assistant to the Librarian (d) Pages."

Number of employees in unit: 95

CERTIFICATION NO. 136 - 63

36. Brotherhood of Painters, Decorators, Paperhangers of America, Local 583, Calgary, Alberta and Aksel B. Rorbak, Painting and Decorating, Calgary, Alberta.

UNIT: "All Painters, Decorators and Paperhangers, including Foremen and Apprentices, but excluding Management and Office Staff."

Number of employees in unit: 4

CERTIFICATION NO. 137 - 63

37. United Steelworkers of America, Local No. 6034, Calgary and Rosco Metal Products Ltd., Calgary, Alberta.

UNIT: "All employees of the Company at its Calgary branch except supervisors, office staff, salesmen, foremen and those above the rank of foremen."

Number of employees in unit: 12

CERTIFICATION NO. 138 - 63

38. Bricklayers, Masons, Marble Masons, Tile Setters, Terrazzo and Mosaic Workers Union No. 1, Edmonton and McNamara Construction Western Limited, Edmonton, Alberta.

UNIT: "All employees engaged in the laying, jointing, caulking and cleaning down of brick and concrete blocks, the cutting and laying of all natural or artificial stone and the jointing, caulking and cleaning down of same, the laying, jointing and cleaning down of all ~~glass~~ block work."

Number of employees in unit: 16

CERTIFICATION NO. 139 - 63

39. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, Edmonton and Mohawk Lumber & Supplies Ltd., Edmonton, Alberta.

UNIT: "All Truck Drivers, Warehousemen, Yard Men, Fork Lift Operators and Warehouse Helpers, excluding Foremen and those above the rank of Foremen and Office Staff."

Number of employees in unit: 2

CERTIFICATION NO. 140 - 63

40. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton and Jubilee Lodge Nursing Home Ltd., Edmonton, Alberta.

UNIT: "Carpenters, Carpenter Apprentices and Carpenter Foremen."

Number of employees in unit: 2

CERTIFICATION NO. 141 - 63

41. United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union No. 488, Edmonton and William Brothers Canada Limited, Calgary, Alberta.

UNIT: "All men working in the plumbing and pipe fitting industry ie, Journeymen plumbers, steamfitters, gasfitters and industrial pipefitters, and Journeymen welders welding on pipe, steamfitters apprentices; plumbers' apprentices, gasfitters' apprentices, welders' apprentices, industrial pipefitters' helpers; including foremen and subforemen."

Number of employees in unit: 19

CERTIFICATION NO. 142 - 63

42. United Steelworkers of America, Local 6034, Calgary and Fruehauf Trailer Company of Canada Limited, Calgary, Alberta.

UNIT:

"All service and production employees at its Factory Service Branch located at 3619 - Portland Street, S.E., Calgary, Alberta, excluding clerical employees, parts room employees, watchmen, supervisory employees carrying the rank of working foremen, foremen or above, and any direct representatives of the Company."

Number of employees in unit: 32

CERTIFICATION NO. 143 - 63

THE ALBERTA LABOUR ACT

APPLICATIONS FOR

CERTIFICATION

RETURNED

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

OCTOBER 1st, 1963 to DECEMBER 31st, 1963.

R E T U R N E D

UNION

COMPANY

REASON

- | | | | |
|----|---|--|---------------------|
| 1. | Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union Local 579, Edmonton, Alberta. | Jiffy Lunch Catering Service Ltd., Edmonton. | Unit inappropriate. |
|----|---|--|---------------------|

UNIT: "Truck drivers as food salesmen."

- | | | | |
|----|--|--|-------------|
| 2. | Wonderly Construction Employees Association, Pincher Creek, Alberta. | Wonderly Construction Ltd., Pincher Creek. | Not signed. |
|----|--|--|-------------|

UNIT: "Maintenance crew at gas plant including laborers and pipefitters."

THE ALBERTA LABOUR ACT

APPLICATIONS FOR

CERTIFICATION

REFUSED

D

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

OCTOBER 1st, 1963 to DECEMBER 13st, 1963.

R E F U S E D

UNION

COMPANY

REASON

1. Truckers, Cartagemen and Building Material Employees, Local 362, Calgary, Alberta. Johnston Terminals Limited, Edmonton, Alberta. Majority voted against.

UNIT: "All truck drivers employed by Johnston Terminals Limited in the Greater Edmonton Area."

2. Truckers, Cartagemen and Building Material Employees, Local Union No. 362, Calgary, Alberta. Johnstons Terminals Limited, Calgary, Alberta. Incorrect employer named.

UNIT: "All employees employed as truck drivers, warehousemen, checkers and fork lift operators in the City of Calgary, excluding office staff and those in a supervisory capacity with the right to hire and fire."

3. National Union of Public Employees, Local 890, Demmitt, Alberta. County of Grande Prairie No. 1, Grande Prairie, Alberta. Union not a proper bargaining agent.

UNIT: "All School Bus Drivers."

4. International Stereotypers' and Electrotypers' Union, Local 109, Calgary, Alberta. The Albertan, Calgary, Alberta. Employees voted against.

UNIT: "All employees of the stereotype department."

5. Wonderly Employees Association (Pincher Creek), Pincher Creek, Alberta. Wonderly Construction Limited, Calgary, Alberta. Union not a proper bargaining agent.

UNIT: "Gas plant maintenance crew for Wonderly Construction working at Gas Plant, including all reasonably permanent Hourly Rated employees for said company at the Shell Waterton Gas Plant."

6. Building Service Employees' International Union, Local 323, Edmonton, Alberta. Modern Building Cleaning Service of Canada Limited, Edmonton, Alberta. Unit not appropriate.

UNIT: "All employees employed by Modern Building Cleaning Service of Canada Limited, in the Edmonton General Hospital."

7. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, Edmonton, Alberta. Fekete Construction Co. Ltd., Edmonton, Alberta. No employees employed in unit.

UNIT: "All Truck Drivers, Warehousemen, Yard Men, Fork Lift Operators and Warehouse Helpers, excluding Foremen and those above the rank of Foremen and Office Staff."

8. United Association of Journey-men and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union No. 488, Edmonton. Petrie Engineering Limited, Edmonton, Alberta. Not a majority selection.

UNIT: "All men working in the plumbing and pipefitting industry, i.e., Journeymen plumbers, steamfitters, gasfitters, and industrial pipefitters, and Journeymen welders welding on pipe, steamfitters' apprentices, plumbers' apprentices, gasfitters' apprentices, welders' apprentices, industrial pipefitters' helpers; including foremen and subforemen."

9. Truckers, Cartagemen and Building Material Employees, Local Union No. 362, Calgary, Alberta. Edmonton Transfer Limited, Edmonton, Alberta. Not a majority selection.

UNIT: "All truck drivers, helpers, warehousemen, mechanics, excluding those in a supervisory capacity with the right to hire and fire."

10. The Canadian Union of Public Employees, Local 892, Peace River, Alberta. Town of Peace River, Peace River, Alberta. Applicant not a proper bargaining agent.

UNIT: "All employees excepting office staff, Town Engineer, Town Foreman and Police and Fire employees."

11. Canadian Union of Public Employees, Local 890, Demmitt, Alberta. County of Grande Prairie No. 1, Grande Prairie, Alberta. Applicant not a proper bargaining agent.

UNIT: "All School Bus drivers with the exception of spare drivers."

THE ALBERTA LABOUR ACT

(Section 65A)

APPLICATION FOR AMENDMENTS

TO CERTIFICATIONS

GRANTED

THE ALBERTA LABOUR ACT

APPLICATION FOR AMENDMENTS TO CERTIFICATION

OCTOBER 1st, 1963 to DECEMBER 31st, 1963

G R A N T E D

1. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, Alberta and Vanir Building Sales Ltd., Calgary, Alberta.

FROM: "Vanir Engineering Ltd., Calgary, Alberta."

TO: "Vanir Building Sales Ltd., Calgary, Alberta."

UNIT: "All employees who are directly connected with the erection of Structural and Ornamental Iron (including Butler and Butler type Buildings) also burning and welding operations connected with the above mentioned, including apprentices, but excluding Carpenters, Sheet Metal Workers and Labourers."

2. The Medicine Hat Civic Employees Federal Union No.46, Medicine Hat, Alberta and The City of Medicine Hat, Medicine Hat, Alberta.

FROM: "All of the employees, casual, semi-permanent and permanent employed in the Department of Public Works; Refuse Removal; Parks and Cemetary; Water; Sewer and Gas; excepting office staff; Foremen and Superintendents."

TO: "All of the employees, casual, semi-permanent and permanent employed in the Department of Public Works; Refuse Removal; Parks and Cemetary; Recreation Department; Water; Sewer and Gas; excepting office staff; Foremen and Superintendents."

3. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton, Alberta and Con-Force Products Limited, Edmonton, Alberta.

FROM: "Precast Concrete Limited, Edmonton, Alberta."

TO: "Con-Force Products Limited, Edmonton, Alberta."

UNIT: "Carpenters, Carpenter Apprentices, Form Setters, Sub-Foremen and Erectors."

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

ISSUED

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1. The first part of the document is a list of the names of the persons who have been appointed to the various offices of the city of New York.

2. The second part of the document is a list of the names of the persons who have been appointed to the various offices of the city of New York.

3. The third part of the document is a list of the names of the persons who have been appointed to the various offices of the city of New York.

4.

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

OCTOBER 1st, 1963 to DECEMBER 31st, 1963.

C E R T I F I C A T I O N R E V O K E D

1. Office Employees International Union, Local No. 379, Calgary, and Highlander Motor Hotel Co. Ltd., Calgary, Alberta.

UNIT: "Office and clerical Staff, Desk clerks and Switchboard Operators, excluding Restaurant Cashier, Beverage Room Cashier, Lounge Cashier, Supervisors with the right to hire and fire and those employed in a confidential capacity in matters relating to labour relations."

2. The Bakery and Confectionery Workers, Local No. 276, Edmonton and National System of Baking Limited, Edmonton, Alberta.

UNIT: "Foremen, Doughmen, Ovenmen, Bench Hands, Bakers - Male and Female, Sales-girls, Salesmen, and Janitors."

3. International Chemical Workers Union, Local 594, Calgary, and Canada Metal Company Limited, Calgary, Alberta.

UNIT: "All employees, excepting office staff and foremen."

4. Retail Clerks Union, Local 401, Edmonton, Alberta and Macleod's Limited, Red Deer, Alberta.

UNIT: "All employees employed in the stores owned and/or operated by the employer within the corporate boundaries of the City of Red Deer, Alberta except Store Manager, Confidential Secretary and those employed exclusively in the Office."

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

RETURNED

G

APPLICATION FOR REVOCATION

RETURNED

- UNIT: "All employees employed in or about the warehouses of Newhouse Wholesale Limited in the Greater Edmonton Area, including Shippers, Receivers, Checkers, Truck Drivers, Swampers and Warehousemen, but excluding office staff and those in a confidential capacity and those with the right to hire and fire."

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

REFUSED

H

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

OCTOBER 1st, 1963 to DECEMBER 31st, 1963

R E F U S E D

1. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, Edmonton, and Banister Construction Co. Limited, Edmonton, Alberta. No majority selection.

UNIT:

"All Drivers when employed as operators of the following equipment:- Low Beds, Semi-Trailers, Flat Decks and Supply Trucks, Winch Trucks, Pole Trailers, Pipe Stringing Trucks and Buses."

2. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta and General Bakeries Limited, Calgary, Alberta. Not supported by a majority.

"All employees engaged in selling and delivering bakery products from or by any vehicle, whether direct to the Consumer or otherwise, servicemen and garageman, excluding those in a supervisory capacity with the right to hire and fire, who do not customarily perform the duties of employees within the bargaining unit."

THE ALBERTA LABOUR ACT

CONCILIATIONS

SHOWN AS PENDING

PREVIOUSLY

THE ALBERTA LABOUR ACT

CONCILIATIONS

(Shown as Pending)

SEPTEMBER 30th, 1963.

<u>DISPUTES</u>	<u>CONCILIATOR</u>	<u>RESULT</u>
1. International Association of Machinists Local 1722, Edmonton and Millar Motors Limited, Edmonton, Alberta.	C. B. DAGG	CONCILIATION BOARD
2. International Union of Operating Engineers Local 955 and Mannix Co. Ltd., (Construction Contractor), Calgary, Alberta.	J. B. ADAMS	PENDING
3. International Union of Operating Engineers Local 955, and Mannix Co. Ltd., (Pipeline Contractor), Calgary, Alberta.	J. B. ADAMS	PENDING
4. International Union of Operating Engineers Local No. 955, Edmonton, Alberta and W. C. Wells Construction, Co. Ltd., Edmonton, Alberta.	J. B. ADAMS	PENDING
5. International Woodworkers of America, Local 1-206, Blairmore and Estevan Industries Limited, Fort MacLeod, Alberta.	J. R. HUTTON	CONCILIATION BOARD
6. Amalgamated Meat Cutters and Butchers Workmen of North America Local 373, and Jenkins Food Fair Ltd., Calgary, Alberta.	H. N. GRAHAM	SETTLED
7. Amalgamated Meat Cutters and Butchers Workmen of North America Local 373, and Dominion Stores Ltd., Calgary, Alberta.	H. N. GRAHAM	SETTLED
8. Amalgamated Meat Cutters and Butchers Workmen of North America, Local 373, Calgary and Canada Safeway Ltd., Calgary, Alberta.	H. N. GRAHAM	SETTLED
9. Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, Calgary and Loblaw Groceterias Co. Ltd., Calgary, Alberta.	H. N. GRAHAM	SETTLED

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| 10. | The Alberta Teachers' Association and the County of Mountain View No. 17, Didsbury, Alberta. | R. H. R. CLEMENT | CONCILIATION BOARD |
| | | | |
| 11. | Amalgamated Meat Cutters and Butchers Workmen of North America, Local 373, Calgary and Modern Foods Ltd., Calgary, Alberta. | H. N. GRAHAM | SETTLED |
| | | | |
| 12. | Amalgamated Meat Cutters and Butchers Workmen of North America, Local 373, and Lynn-Cal Foods Ltd., Calgary, Alberta. | H. N. GRAHAM | SETTLED |
| | | | |
| 13. | Amalgamated Meat Cutters and Butchers Workmen of North America, Local 373, Calgary, and Cal-Heights Foods Ltd., Calgary, Alberta. | H. N. GRAHAM | SETTLED |
| | | | |
| 14. | United Brotherhood of Carpenters and Joiners of America, Locals 2103 and 1779, Calgary and Bennett & White Alberta (1963) Ltd., Bird Construction Co. Ltd., Borger Construction Limited, Burns & Dutton Construction (1962) Ltd., I. W. Campbell Construction Ltd., Christensen & MacDonald Construction Ltd., Commonwealth Construction Co. Ltd., Dominion Construction Co. Ltd., Dunford Construction Ltd., Foundation Co. of Canada Ltd., Sam Hashman & Co. Ltd., Hornstrom Brothers Ltd., Hurst Construction Co. Ltd., T. A. Jones Construction (Alberta) Limited, Larwill Construction Co., Mannix Co. Ltd., McTavish, McKay & Co. Ltd., Nodwell Bros. Ltd., Northgate Construction (Calgary) Ltd., N. Y. Construction Ltd., C. J. Oliver (Alberta) Limited, Poole Construction Co. Ltd., Priddy Bros. Construction Limited, Walden Construction Ltd., Watson Construction Co. Ltd. | J. R. HUTTON | SETTLED |
| | | | |
| 15. | United Steelworkers of America, Local 5213, Calgary and T. McAvity & Sons (Western) Limited, Medicine Hat, Alberta. | R. H. R. CLEMENT | PENDING |
| | | | |
| 16. | International Union of Operating Engineers, Local 955, Calgary and Ditching Contractors Ltd., Calgary, Alberta. | H. N. GRAHAM | PENDING |

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| 17. | Beverage Dispenser's International Union, Local No. 265, Calgary and the Canadian Legion of the B. E. S. L., Branch No. 1, Calgary. | R. H. R. CLEMENT | SETTLED |
| 18. | Retail, Wholesale and Department Store Union, Local No. 975, Edmonton and Pincher Creek Co-operative Association Ltd., Pincher Creek, Alberta. | J. R. HUTTON | CONCILIATION BOARD |
| 19. | Hotel and Restaurant Employees Union, Local 282, Calgary and Carlton Hotel, Dominion Hotel, Empire Hotel, Imperial Hotel, Noble Hotel, St. Regis Hotel, Yale Hotel, York Hotel and Victoria Hotel all of Calgary, Alberta. | J. R. HUTTON | SETTLED |
| 20. | International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 514, Edmonton and Mix Bros. Livestock Ltd., Edmonton. | L. B. NORRIS-JONES | PENDING |
| 21. | Beverage Dispensers Hotel Service, Culinary & Restaurant Employees Union Local 579, Edmonton and Royal George Hotel Ltd., Edmonton, Alberta. | J. B. ADAMS | UNSUCCESSFUL |
| 22. | Bakery and Confectionery Workers International Union of America, Local 290, Lethbridge and Marquis Pastry and Candy Shop Ltd., Lethbridge, Alberta. | H. N. GRAHAM | SETTLED |
| 23. | National Union of Public Employees Local 70 and City of Lethbridge, Lethbridge, Alberta. | R. H. R. CLEMENT | SETTLED |
| 24. | Operative Plasterers' and Cement Masons, International Association Local 924, Edmonton and Burns & Dutton Construction (1962) Ltd., Edmonton, Alberta. | J. B. ADAMS | CANCELLED |
| 25. | Alberta Teachers' Association, Edmonton and County of Grande Prairie No. 1, Grande Prairie, Alberta. | C. B. DAGG | SETTLED |

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| 26. | International Association of Bridge, Structural and Ornamental Iron Workers, Local 270, Edmonton and Local 275, Calgary and Glacier Construction Co. Ltd., Jack Hamilton Steel Erectors Ltd., Dominion Bridge Company and Guardian Steel Fabricators Ltd., all of Calgary and Atlas Construction Co. Ltd., and A. I. M. Steel Products Ltd., all of Edmonton, Alberta. | R. H. R. CLEMENT | SETTLED |
| 27. | International Woodworkers of America, Local 1-206, Blairmore and Blairmore Sawmills Limited, Blairmore, Alberta. | R. H. R. CLEMENT | CONCILIATION BOARD |
| 28. | B. S. & B. Employees Association, C. B. DAGG Edmonton and Black, Sivalls & Bryson Ltd., Edmonton, Alberta. | | SETTLED |
| 29. | Hod Carriers, Building and Common Laborers Union, Local 92, Edmonton and Red Rock Concrete Products Ltd., Red Deer, Alberta. | J. B. ADAMS | SETTLED |
| 30. | International Woodworkers of America, Local 1-207 and North Western Pulp & Power Ltd., Hinton, Alberta. | J. B. ADAMS | CONCILIATION BOARD |
| 31. | Alberta Teachers' Association and County of Forty Mile No. 8, Foremost, Alberta. | R. H. R. CLEMENT | SETTLED |
| 32. | International Union of Operating Engineers, Local Union No. 703, and Alpha-Jersey Dairy, Calgary, Alberta. | J. R. HUTTON | SETTLED |

THE ALBERTA LABOUR ACT

CONCILIATIONS

THE ALBERTA LABOUR ACT

CONCILIATIONS

OCTOBER 1st, 1963 to DECEMBER 31st, 1963

<u>DISPUTES</u>	<u>CONCILIATOR</u>	<u>RESULT</u>
1. Hod Carriers, Building and Common L. B. NORRIS-JONES Labourers Union, Local No. 92, Edmonton, and Shaw Pipe Protection (Alberta) Limited, Edmonton.		SETTLED
2. Bakery and Confectionery Workers' H. N. GRAHAM International Union of America, Local No. 252, Calgary and Canadian Foods Products, Western (Picardy Division), Calgary.		SETTLED
3. International Union of Mine, Mill J. R. HUTTON and Smelter Workers, Calgary Metal Workers, Local No. 800, Calgary, and Westeel Products Ltd., Calgary.		PENDING
4. International Woodworkers of Amer- J. R. HUTTON ica, Local 1-206, Calgary and Fort Plywood and Lumber Limited.		CONCILIATION BOARD
5. Hod Carriers, Building and Common H. N. GRAHAM Labourers' Union, Local No. 92, Edmonton and Henuset Bros. Ltd., Calgary.		PENDING
6. Driver Salesmen, Plant, Warehouse H. N. GRAHAM and Cannery Employees, Local Union No. 987, Calgary and Central Alberta Dairy Pool, Alix, Alberta.		PENDING
7. International Union of Operating J. R. HUTTON Engineers, Local 702, Calgary and Standard Brands Limited, Calgary.		SETTLED
8. The Alberta Teachers' Association R. H. R. CLEMENT and Medicine Hat School Division No. 4, Medicine Hat, Alberta.		PENDING

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| 9. | Driver Salesmen, Plant, Warehouse
and Cannery Employees, Local Union
No. 987, Calgary and Central Alberta
Dairy Pool, Stettler Plant, Stettler,
Alberta. | H. N. GRAHAM | PENDING |
| 10. | Driver Salesmen, Plant, Warehouse
and Cannery Employees, Local Union
No. 987, Calgary and Central Alberta
Dairy Pool, Ponoka, Alberta. | H. N. GRAHAM | PENDING |
| 11. | National Union of Public Employees
Local Union No. 880, Three Hills
and Municipal District of Kneehill
No. 48, Three Hills, Alberta. | R. H. R. CLEMENT | PENDING |
| 12. | Alberta Teachers' Association and
Taber School District No. 6, Taber,
Alberta. | R. H. R. CLEMENT | SETTLED |
| 13. | International Typographical Union
Local 451, Medicine Hat and Medicine
Hat News, Medicine Hat, Alberta. | J. R. HUTTON | PENDING |
| 14. | Alberta Teachers' Association and
Lac Ste. Anne School Division No.
11, Sangudo, Alberta. | C. B. DAGG | PENDING |
| 15. | Driver Salesmen, Plant, Warehouse
and Cannery Employees, Local Union
987, Calgary and Marshall-Wells
of Canada Limited, Calgary. | R. H. R. CLEMENT | SETTLED |
| 16. | Driver Salesmen, Plant, Warehouse
and Cannery Employees, Local Union
987, Calgary and The J. H. Ashdown
Hardware Co. Limited, Calgary. | R. H. R. CLEMENT | SETTLED |
| 17. | United Cement, Lime and Gypsum
Workers International Union
Local 382, Calgary and Summit
Lime Works Ltd., Lethbridge,
Alberta. | J. R. HUTTON | PENDING |
| 18. | Alberta Teachers' Association
and Brooks School District No.
2092, Brooks, Alberta. | R. H. R. CLEMENT | PENDING |

THE ALBERTA LABOUR ACT

SYNOPSIS OF SUCCESSFUL

CONCILIATIONS

SYNOPSIS OF SUCCESSFUL CONCILIATIONS

OCTOBER 1st, 1963 to DECEMBER 31st, 1963.

1. The Beverage Dispensers' International Union, Local No. 265, Calgary, and the Canadian Legion of the B. E. S. L. Branch No. 1, Calgary, Alberta.

Conciliation Commissioner - R. H. R. CLEMENT

The parties agreed to the following settlement:

<u>WAGES - Article V</u>	<u>May 4</u> <u>1963</u>	<u>May 4</u> <u>1964</u>	<u>May 4</u> <u>1965</u>		
Lounge Stewards	\$75.00	\$77.50	\$80.00	per week.	
Tapmen and Canteen Stewards	70.50	72.50	74.50	"	"
Full-time Waiters and Waitresses	62.50	64.50	66.50	"	"
Permanent Part-time Waiters and Waitresses (20 hrs. and over per week)	1.50	1.55	1.60	"	hour
Casual Part-time Waiters and Waitresses (less than 20 hrs. per week)	1.50	1.55	1.60	"	hour

ANNUAL VACATIONS - Article VI

Provision for four (4) weeks after twenty (20) years continuous service.

SICK LEAVE - Article XI

Elimination of accumulative Sick Leave beyond the eighteen (18) days provided.

The term of agreement to be for three (3) years.

2. The United Brotherhood of Carpenters and Joiners of America, Locals 2103 and 1779, Calgary and

Bennett & White Alberta (1963) Ltd.,
Bird Construction Co. Ltd.
Borger Construction Limited
Burns & Dutton Construction (1962) Ltd.
I. W. Campbell Construction Ltd.
Christensen & MacDonald Construction Ltd.
Dominion Construction Co. Ltd.
Dunford Construction Ltd.
Foundation Co. of Canada Ltd.
Sam Hashman & Co. Ltd.
Hornstrom Brothers Ltd.
Hurst Construction Co. Ltd.
T. A. Jones Construction (Alberta) Limited
Larwill Construction Co.

Mannix Co. Ltd.
McTavish, McKay & Co. Ltd.
Nodwell Bros. Ltd.
N. Y. Construction Ltd.
C. J. Oliver (Alberta) Limited
Poole Construction Co. Ltd.
Priddy Bros. Construction Limited
Walden Construction Ltd.
Watson Construction Co. Ltd.

Conciliation Commissioner - J.R. HUTTON

The main items of settlement are as follows:

WAGES

- (a) Effective on October 7, 1963, a general across the board increase of five (5) cents per hour.
- (b) Effective on April 1, 1964, an additional general across the board increase of ten (10) cents per hour.

OTHER ITEMS

Other items as agreed to during negotiations between the parties.

The term of agreement to be for two (2) years.

3. The Hotel and Restaurant Employees' Union, Local 282, Calgary and Carlton-Dominion Hotel, Empire Hotel, Imperial Hotel, Noble Hotel, St. Regis Hotel, Yale Hotel, York Hotel, Victoria Hotel, Cecil Hotel, all of Calgary, Alberta.

Conciliation Commissioner - J. R. HUTTON

The main items of settlement are as follows:-

ARTICLE 15: WAGE SCALES AND CLASSIFICATIONS

- (A) From October 1, 1963 to June 30th, 1964 the minimum rates to be paid under this Agreement are those set out hereunder:

Clerks	\$53.00	(an increase of \$1.00
Janitors, Maintenance	50.00	per week)
Porters	49.00	
Housekeepers & Ass'ts	46.00	
Chambermaids	42.00	
Elevator Operators	42.00	
Bellhops	42.00	

- (B) From July 1st, 1964 to June 30th, 1965 the minimum rates to be paid under this Agreement are those set out hereunder:

Clerks	\$ 54.00	(an increase of \$1.00
Janitors, Maintenance	51.00	per week)
Porters	50.00	
Housekeepers & Ass'ts	47.00	
Chambermaids	43.00	
Elevator Operators	43.00	
Bellhops	43.00	

The term of agreement to be from July 1st, 1963 to June 30th, 1965.

4. The National Union of Public Employees, Local No. 70, Lethbridge and the City of Lethbridge, Lethbridge, Alberta.

Conciliation Commissioner - R. H. R. CLEMENT

The main provisions are as follows:-

WAGES

Effective May 1st, 1963

Lifeguards

Starting Rate	\$1.40
Second Year	1.50
Third Year	1.55
Fourth Year	1.60

Instructors 1.10

Cashiers .95

OVERTIME

Provisions for payment of time and one-half for the first four (4) hours, and double time thereafter.

WORKING HOURS

Hours for regular Lifeguards and regular Cashiers eight (8) hours per day and forty (40) hours per week.

Hours for spare Lifeguards and spare Cashiers between 8:00 A.M. and 10:00 P.M., six (6) days per week to a maximum of nine (9) hours per day not to exceed forty (40) hours per week in a four (4) week period.

REDUCTION OF STAFF

Seniority to govern.

UNIFORMS

Uniforms for Lifeguards to be supplied by the Department.

The following Articles as in the Lethbridge Federation of Civic Employees Supplemental Agreement:-

Permanent Employees	Article 16
Preference of Employment	Article 18
Supplemental Agreement	Article 19
Soliciting	Article 22
Recognition	Article 23

The term of agreement to be for one (1) year.

5. The Hod Carriers, Building and Common Laborers Union, Local No. 92, Edmonton, Alberta and Shaw Pipe Protection (Alberta) Limited, Edmonton.

Conciliation Commissioner - L. B. NORRIS-JONES

The basis of settlement was as follows:-

HOURS OF WORK to be amended as follows:

Eight (8) hours shall constitute the normal days work and all hours worked in excess of eight (8) hours in any one day shall be paid for at the rate of time and one half the regular rate of pay.

The normal work week shall consist of forty (40) hours and the employer will seek to maintain the operation on a five (5) day, forty (40) hour week basis. In the event that Saturday work is necessary the first four (4) hours shall be paid at straight time, and all hours worked in excess of four (4) hours on Saturday shall be paid for at the rate of time and one half the regular rate of pay.

Sunday work shall be paid for at double time.

VACATION PAY

Annual holiday and termination pay shall be provided for in accordance with the existing Vacation with Pay Regulations of Alberta.

WAGES AND CLASSIFICATIONS

Basic Labor Rate	\$ 1.60
Mixer Man	1.70
Dope Pot Operator	1.70
Utility Man Grade 2	1.70
Utility Man Grade 1	1.80
Fork Lift Operator	1.80
Machine Operations	
(Cleaning, Extruding, Spinning and Dope)	2.00
Crane Operator	2.20

Rates for new classifications shall be negotiated with the Business Representative of the Union and Company Management as the occasion requires.

The term of agreement shall be from October 21st, 1963 to February 15th, 1965.

6. The International Union of Operating Engineers, Local Union No. 703, Calgary and Alpha Jersey Dairy, Calgary, Alberta.

Conciliation Commissioner - J. R. HUTTON

The basis of the settlement was as follows:-

WAGES - Engineers

Effective March 15, 1963, the rate shall be \$335.00 per month;
Effective March 15, 1964, the rate shall be \$347.00 per month;
Effective March 15, 1965, the rate shall be \$360.00 per month;
In the case of new employees, the salary schedule shall be \$20.00 less per month than above rates for a period of six months.

The term of agreement shall be for three (3) years.

7. B. S. & B. Employees' Association, Edmonton, and Black, Sivalls & Bryson Ltd., Edmonton, Alberta.

Conciliation Commissioner - C. B. DAGG

The basis of the agreement was as follows:

WAGES

Two (.02) cents per hour increase across the board effective October 1st, 1963.

Three (.03) cents per hour additional increase across the board effective March 1st, 1964 to August 14th, 1964.

The term of the agreement to be for two (2) years.

8. The Alberta Teachers' Association, Edmonton and County of Grande Prairie No. 1, Grande Prairie, Alberta.

Conciliation Commissioner - C. B. DAGG

The basis of the agreement was as follows:-

GRID

3050	3600	4100	4900	5200	5500
8x200	5x250	2x300	7x350	7x350	7x350
	3x200	7x250	1x300	1x300	1x300
			1x100	1x100	1x100
4650	5450	6450	7750	8050	8350

DELETION OF MARITAL BONUS

The term of the agreement to be for one (1) year.

9. The Bakery and Confectionery Workers International Union of America, Local No. 290, Lethbridge and Marquis Pastry and Candy Shop Ltd., Lethbridge, Alberta.

Conciliation Commissioner - H. N. GRAHAM

The main points of settlement are as follows:-

WAGES

Effective August 1, 1963, an increase of three dollars (\$3.00) per week.

Effective August 1, 1964, a further increase of two dollars (\$2.00) per week.

Effective June 1, 1965, a further increase of two dollars (\$2.00) per week.

The term of the agreement to be for two (2) years.

10. The International Union of Operating Engineers Local 703, Calgary and Standard Bronze Limited, Calgary, Alberta.

Conciliation Commissioner - J. R. HUTTON

The main items of settlement are as follows:-

WAGES - Engineers

Effective September 1st, 1963, an across the board increase of seven (7) cents per hour.

Effective September 1st, 1964, a further increase of seven (7) cents per hour.

Effective September 1st, 1965, a further increase of seven (7) cents per hour.

OVERTIME - Effective September 1st, 1965

Subject only to the conditions of New Section "I", any hours paid for on one basis under this agreement shall not be counted again for any other purpose.

New Section "I": It is specifically understood that the sixth regularly scheduled shift in any employees work week will be paid at time and one-half the regular rate.

The term of the agreement to be for three (3) years.

11. The Alberta Teachers' Association and the County of Forty Mile No. 8, Foremost, Alberta.

Conciliation Commissioner - R. H. R. CLEMENT

The main items of settlement are as follows:-

SALARY GRID

Minimum	\$3100	\$3550	\$4100	\$4800	\$5150	\$5450
Maximum	\$4700	\$5550	\$6400	\$7800	\$8150	\$8450
Increment Structure	(- No Change - - -)			(- 10 x \$300 - - -)		

GRIEVANCE PROCEDURE

Amendment to allow for two Board members and two Teacher appointees and deletion of Superintendent.

MILITARY SERVICE CLAUSE

Deletion of this Clause.

PRO-RATA

Existing staff to have until September, 1966 to obtain next full year of training. In the event that the Faculty of Education does not permit individuals to obtain more than one course per summer session, this period will be extended accordingly.

TERM OF CONTRACT

Change of date in existing termination language to allow of changes on and from September 1st, 1963. The term of agreement to be for one (1) year.

12. The Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary and Marshall Wells of Canada Limited, Calgary.

Conciliation Commissioner - R. H. R. CLEMENT

The terms of settlement were as follows:-

WAGES

Retroactive to September 1st, 1963 an increase of five dollars (\$5.00) per month.

On and from September 1st, 1964, a further increase of three dollars (\$3.00) per month.

ANNUAL HOLIDAYS

Three (3) weeks after twelve (12) years service instead of after fifteen (15) years.

The term of agreement to be for two (2) years.

13. The Alberta Teachers' Association and Taber School Division No. 6, Taber, Alberta.

Conciliation Commissioner - R. H. R. CLEMENT

The provisions are as follows:-

SALARY GRID

1963 - 1964

Minimum	\$3000	\$3550	\$4100	\$4900	\$5200	\$5500
Maximum	\$4700	\$5500	\$6400	\$7850	\$8150	\$8450
Increments	3x300 2x225 1x150 2x100	3x300 2x225 2x175 2x125	3x300 2x225 4x200 1x150	9x300 1x250	9x300 1x250	9x300 1x250

1964 - 1965

Minimum	\$3000	\$3600	\$4150	\$5000	\$5300	\$5600
Maximum	\$4700	\$5600	\$6550	\$8000	\$8300	\$8600
Increments	3x300 2x225 1x150 2x100	3x300 2x225 2x200 2x125	3x300 6x225 1x150	10x300	10x300	10x300

OTHER CHANGES

Deletion of Clause 5.1 and Clause 6.7.

The term of agreement to be for two (2) years.

14. The Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, and the J. H. Ashdown Hardware Co. Limited, Calgary, Alberta.

Conciliation Commissioner - R. H. R. CLEMENT

The terms of settlement are as follows:-

WAGES

Retroactive to September 1st, 1963 an increase of five dollars (\$5.00) per month.

On and from September 1st, 1964 a further increase of three dollars (\$3.00) per month.

ANNUAL HOLIDAY

Three (3) weeks after twelve (12) years service instead of after fifteen (15) years.

The term of agreement to be for two (2) years.

15. The Hod Carriers, Building and Common Laborers' Union, Local 92, Edmonton and Red Rock Concrete Products Ltd., Red Deer, Alberta.

Conciliation Commissioner - J. B. ADAMS

The terms of agreement are as follows:-

This is a first agreement establishing a five and one-half ($5\frac{1}{2}$) day week with forty-eight (48) hours; rates of pay ranging from \$1.60 to \$1.90 and nine statutory holidays.

The agreement is to be for one (1) year.

16. The Bakery and Confectionery Workers International Union, Local 252, Calgary and Picardy Limited (Canadian Food Products Sales Ltd.), Calgary, Alberta.

Conciliation Commissioner - H. N. GRAHAM

The terms of agreement are as follows:-

ARTICLE 4 - WAGES AND CLASSIFICATIONS

Rates of Pay

Effective August 25th, 1963 to August 24th, 1964, an across the board increase of two dollars (\$2.00) per week.

Effective August 25th, 1964 and across the board increase of two dollars (\$2.00) per week.

(i) Apprentice's Wages - Four Year Term

To be removed and the following substituted:-

"The parties agree to be governed by the provisions of the Alberta Apprenticeship Schedule of the Baking Industry."

Amendments to Articles 5, 6, 7, 9, 11, and 14.

The term of agreement to be for two (2) years.

17. The International Association of Bridge, Structural and Ornamental Iron Workers, Local No. 720, Edmonton and Local No. 725, Calgary and:

Glacier Construction Co. Ltd., Calgary
Jack Hamilton Steel Erectors Ltd., Calgary
Dominion Bridge Company, Calgary
Guardian Steel Fabricators Ltd., Calgary
Atlas Construction, Edmonton
A. I. M. Steel Ltd., Edmonton

Conciliation Commissioner - R. H. R. CLEMENT

The terms of agreement are as follows:-

WAGE SCALE

- (a) Retroactive to September 9th, 1963 an increase of seven (7) cents per hour.
- (b) On and from July 5th, 1964 a further increase of seven (7) cents per hour.
- (c) On and from July 5th, 1965 an additional increase of six (6) cents per hour.

RE-OPENING PROVISION

Provision in the termination clause for a review of conditions in the industry relative to the wage scale and fringe benefits in the last year of the contract.

BOARD EXPENSES REFUND

That an additional amount of six dollars and thirty cents (\$6.30) be paid for the sixth day if worked in a normal work week. That the allowance of six dollars and thirty cents (\$6.30) per day up to a maximum of forty-four dollars and ten cents (\$44.10) per week will be paid in the territory north of the 55th parallel in Alberta.

The term of the agreement to be for three (3) years.

18. The Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, Calgary and:

Dominion Stores Limited
Canada Safeway Limited
Jenkins Food Fair.
Loblaw Groceries Co. Ltd.
Lynn-Cal Foods Ltd.
Cal-Heights Foods Ltd.
Modern Foods Ltd., all of Calgary, Alberta.

Conciliation Commissioner - H. N. GRAHAM

The basis of the agreement are as follows:-

Amendments to Section 4.

Section 5 - Statutory Holidays

One additional holiday.

Section 6 - Wages

Wage increases as follows:-

	<u>June 17, 1963</u>	<u>February 17, 1964</u>
Males	8¢ per hr.	5¢ per hr.
Females	6¢ per hr.	7¢ per hr.

Night Shopping Premium

Effective date of signing contract the rates shall be seventy-five (75) cents per night.

Effective February 15, 1964 the rates shall be seventy-five (75) cents for the first and second nights, and one dollar (\$1.00) for the third night and subsequent nights in the week.

This applies to employees working thirty-two (32) hours or more per week.

Section 6 - Experience

Male - in five-month steps to take effect 15th June, 1964.

Female - in five-month steps to take effect 1st February, 1964.

Section 7 - Annual Vacations

(a) First paragraph to be amended to show "Three (3) weeks after five (5) years as of the 30th of April, 1964."

Amendments to Sections 8, 10, 12 and 13.

This agreement to expire February 15th, 1965.

CONCILIATION BOARD AWARDS

L

TO:

The Honourable R. Reiersen,
Minister of Labour,
Terrace Building,
EDMONTON, Alberta.

Sir:

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, Alberta, and McGavin Toastmaster Limited, Weston Bakeries Limited, and General Bakeries Limited, Calgary, Alberta.

The Conciliation Board, established under authority of Order-in-Council No. 1095/63, held meetings with the representatives of the parties to the dispute, and considered the representations made by both parties.

The Members of the Conciliation Board were:-

MR. L. M. DIAMOND,	-----	Chairman
MR. K. C. BARRASS,	-----	Member representing the Employers
MR. N. FINLEY,	-----	Member representing the Union

Appearing before the Board were:-

For the Employers

Mr. Barberie
Mr. Miller
Mr. Law
Mr. Berto

For the Union

Mr. R. Scott
Mr. A. Benner

The issues in dispute before the Conciliation Board are as follows:-

1. Wages (All sections and reference)
2. Health and Welfare
3. Lease and Franchise Operation

The Conciliation Board, being unable to reconcile the dispute between the parties concerned, therefore submits the following Finding as a basis for settlement.

1. WAGES

Minimum Guaranteed Wage

Effective July 1, 1963, an increase of two dollars and fifty cents (\$2.50) per week.

Effective July 1, 1964, a further increase of two dollars and fifty cents (\$2.50) per week.

Base Rate and Bonus to Relief Route Salesmen

The Base Rate and Bonus to Relief Route Salesmen to remain as in the present collective agreement.

Servicemen

Effective July 1, 1963, an increase of two dollars (\$2.00) per week.

Effective July 1, 1964, a further increase of three dollars (\$3.00) per week.

Transport Drivers

Effective July 1, 1963, an increase of two dollars (\$2.00) per week.

Effective July 1, 1964, a further increase of three dollars (\$3.00) per week.

2. HEALTH AND WELFARE

The Conciliation Board recommends that under the Health and Welfare section a new formula in the ratio of 1 - 4 - 13 be provided, with a Minimum weekly indemnity of fifty dollars (\$50.00).

However, this provision is not to be included in the terms of the collective agreement.

3. FRANCHISE

Franchise operations to retain their existing status, and not to be included in the collective agreement.

All of which is respectfully submitted at the City of Calgary, Alberta, this 1st day of October, 1963.

(Signed)

L. M. DIAMOND, Chairman

(Signed)

K. C. BARRASS, Member

N. FINLEY, Member

TO:

The Honourable R. Reiersen,
Minister of Labour,
Terrace Building,
EDMONTON,

Sir:

MINORITY AWARD

IN THE MATTER OF The Alberta Labour Act and a
dispute between the Driver Salesmen, Plant,
Warehouse and Cannery Employees, Local Union
987, Calgary, Alberta, and McGavin Toastmaster Limited,
Weston Bakeries Limited, and General Bakeries Limited,
Calgary, Alberta.

I have read the Award of the Conciliation Board, as agreed
to by the Chairman, Mr. L. M. Diamond, and the Employers' Member, Mr.
K. C. Barrass, and regret that I cannot agree and thus submit a
Unanimous Award.

I am, therefore, submitting my Recommendation for the solu-
tion of the problem between the parties to the above described dispute.

1. MINIMUM GUARANTEED WAGE

Effective July 1st, 1963, an increase of two dollars and fifty
cents (\$2.50) per week.

Effective April 1st, 1964, a further increase of two dollars
and fifty cents (\$2.50) per week.

Base Rate and Bonus Paid to Relief Route Salesmen:

The base rate to be increased by two dollars and fifty cents
(\$2.50) per week effective July 1st, 1963.

The base rate to be further increased on April 1st, 1964, by
two dollars and fifty cents (\$2.50) per week.

No increase for Route Relief Salesmen.

Servicemen

Effective July 1st, 1963, an increase of two dollars (\$2.00) per
week.

Effective April 1st, 1964, a further increase of three dollars
(\$3.00) per week.

Transport Drivers:

Effective July 1st, 1963, an increase of two dollars (\$2.00)
per week.

Effective April 1st, 1964, a further increase of three dollars
(\$3.00) per week.

2. HEALTH AND WELFARE

The Company has put into effect a Health and Welfare Plan which is acceptable to the Union, I recommend that this Health and Welfare Plan be written in and become part of the Agreement.

3. FRANCHISE

I recommend the following clause:

It is agreed that no change will be made during the life of this agreement, in respect to the present method of delivery which could result in the present Employees being replaced by, or becoming Franchise Dealers.

4. I would recommend that the contract run from April 1st, 1963, to March 31, 1965.

All of which is respectfully submitted, this 7th day of October, 1963, at the City of Calgary.

(Signed)

N. FINLEY, Member,

THE OFFICE OF THE SECRETARY OF THE
TREASURY
WASHINGTON, D. C.

TO THE HONORABLE THE SECRETARY OF THE
TREASURY
WASHINGTON, D. C.

DEAR SIR:

I have the honor to acknowledge the receipt of your letter of the 10th inst.

Very respectfully,
Yours truly,
[Signature]

TO:

The Honourable R. Reiersen,
Minister of Labour,
Government of Alberta,
Terrace Building,
EDMONTON, Alberta.

Honourable Sir:

MINORITY AWARD

IN THE MATTER OF: The Alberta Labour Act, and
a dispute between the Bakery and Confectionery
Workers' International Union of America, Local
252, Calgary, and Weston Bakeries Limited and
General Bakeries Limited, all of Calgary, Alberta.

The Conciliation Board established under authority of
Order-In-Council No. 1429/63, held meetings with the representatives
of the parties to the dispute, and considered the representations
made by both parties.

The Members of the Conciliation Board were:

MR. L. M. DIAMOND - Chairman.
MR. K. C. BARRASS - Member representing the Employers.
MR. R. SCOTT - Member representing the Union.

Being unable to agree with the Majority Award of this
Conciliation Board, I find myself in the position where I must
submit this Minority Award, as follows:-

The main point in dispute was the matter of whether or not
the Employees within the Bargaining Unit, who are members of the
Bakery and Confectionery Workers' International Union, Local 252, of
Calgary, Alberta, should have the right to express their opinion,
through a supervised vote, as to which Pension Plan they should be
covered under, said Plan to be written into the contract, and become
part of their Labour Negotiations.

As a result of the evidence submitted at the two Hearings,
I have definitely formed the following opinions, and submit them as
my Minority Award.

No. 1. Recognition of Pension Plan in Agreement.

- (a) Pension Plans are part of general working conditions, and
Collective Agreements cover all working conditions.
Therefore, the Pension Plan agreed upon should be part of
the Agreement.
- (b) I note these two Companies do recognize pension plans as
part of their negotiations in six Labour Agreements of
Saskatchewan, Alberta and British Columbia (Westons - 5:
General Bakeries - 1).

1. UNION RECOGNITION CONCERNING THE STATUS OF THE WORKING FOREMEN
(Proposal 2 (b)):

The Companies herein concerned do not employ Working Foremen, and therefore the inclusion of this category in the Collective Agreement would serve no purpose.

2. PENSION PLAN:

- (a) Vote on the Plan:
- (b) Relationship of the Working Foremen to the Pension Plan (Proposal 1 (g)):

With regard to the matter of the Pension Plan the Board findings are as follows:-

- (a) That the number of employees in both Companies represented by the bargaining agent making application for a vote are in the minority.
- (b) That both companies concerned had their own pension program before the introduction of the Bakery and Confectionery Workers Union and Industry International Pension Fund in Canada.
- (c) That a vote was held in 1959, after the said Pension Plan was introduced, and the employees at that time chose to retain the Company Pension Program.

Hence, a further vote taken at this time would be disruptive of the Company's Pension Program, which encompasses all their employees, and is hereby rejected.

All of which is respectfully submitted at the City of Calgary, Alberta,
this 1st day of October, A.D. 1963.

(SIGNED)

L. M. DIAMOND, Chairman,

(SIGNED)

K. C. BARRASS, Member

R. SCOTT, Member

TO:

The Honourable R. Reiersen,
Minister of Labour,
Terrace Building,
EDMONTON.

Sir:

A W A R D

IN THE MATTER OF The Alberta Labour Act and a
dispute between the Bakery and Confectionery
Workers' International Union of America, Local
252, Calgary, and Weston Bakeries Limited and
General Bakeries Limited, all of Calgary, Alberta.

The Conciliation Board, established under authority of Order-in-Council
No. 1429/63, held meetings with the representatives of the parties to the
dispute, and considered the representations made by both parties.

The Members of the Conciliation Board were:-

MR. L. M. DIAMOND,	- - - -	Chairman
MR. K. C. BARRASS,	- - - -	Member representing the Employers
MR. R. SCOTT,	- - - -	Member representing the Union.

Appearing before the Board were:-

For the Employers

Mr. Flavelle
Mr. Law
Mr. Barberie

For The Union

Mr. White,
Mr. Garner,
Mr. Hein,
Mr. Morasco.

The issues in dispute before the Conciliation Board are as follows:

1. Union recognition concerning the status of
the Working Foremen (Proposal 2 (b):
2. Pension Plan:
 - (a) vote on the plan:
 - (b) relationship of the Working
Foremen to the pension plan
(Proposal 1 (g)).

The Conciliation Board, being unable to reconcile the dispute
between the parties concerned, therefore submit the following Finding
as a basis for settlement.

No. 2. Bakery and Confectionery Union and Industry Pension Plan vs. Company Pension Plans.

- (a) If Pension Plans are recognized as part of collective bargaining, then it is my opinion that the Employees must be given their rights to determine what kind of a Plan they choose. Therefore, it is my opinion that they should have the right to vote at this time, and I so recommend.
- (b) However, it would not be practical to vote on Pension Plans every time the contract is open for negotiations. Therefore, I would recommend that in taking this vote it would be clearly understood by both parties that this vote will be final and binding, and prior to said vote, a general meeting be called by both parties to acquaint the Employees with the benefits of both Plans.
- (c) The evidence during the Hearings clearly indicated that when the vote was conducted in 1959, there was no understanding signed that the decision arrived at would be final and binding, and until such is the case, the matter is open for negotiations.
- (d) There was no evidence submitted to prove that by taking this minority unit out of the present Company Plans, it would have any bearing on the majority, and due to the fact that the situation has arisen in six of these Companies' Plants throughout Western Canada, and twenty-one other Companies, many of which had Pension Plans, I would assume no adverse effects took place.

On the other point in dispute - Status of Working Foremen - the evidence showed that these two Companies have no Working Foremen employed at the present time. If they have no such Working Foremen, then it has no effect on them at the present time. If the classification is placed into the contract, it gives the Union protection if the Companies should decide to put such Employees on the job. Therefore, I recommend that the classification be placed into the contract.

All the Majority Award does is stall the disputed points from 1963 until a future date.

All of which is respectfully submitted at the City of Calgary, Province of Alberta, this 7th day of October, A.D., 1963.

(Signed)

R. Scott - Member

IN THE MATTER OF THE ALBERTA LABOUR ACT,
Chapter 167, R.S.A. 1955, and amendments thereto,

AND IN THE MATTER OF A DISPUTE BETWEEN
ALBERTA TEACHERS' ASSOCIATION AND CROWS
NEST CONSOLIDATED SCHOOL DISTRICT, No. 78.

By O.C. 1470/63.

The following were appointed as a Conciliation Board to
hear the above dispute:-

W. E. Huckvale (Chairman), Lethbridge, Alberta.
K. C. Barrass, Calgary, Alberta.
Joseph Berlando, Lethbridge, Alberta.

After considering Briefs of both parties and the argument
submitted with respect to each, the Board has arrived at the following
unanimous conclusions:-

1. That the salary grid covering Categories 1, 2 and 3
should remain unchanged.
2. That the salary grid covering categories 4, 5 and 6
should be amended to read as follows:-

<u>Years of Teaching experience.</u>	<u>Years of University Education</u>		
	<u>Four</u>	<u>Five</u>	<u>Six</u>
0	\$4800.	\$5100.	\$5400.
1	5100.	5400.	5700.
2	5400.	5700.	6000.
3	5700.	6000.	6300.
4	6000.	6300.	6600.
5	6300.	6600.	6900.
6	6600.	6900.	7200.
7	6900.	7200.	7500.
8	7200.	7500.	7800.
9	7500.	7800.	8100.
10	7800.	8100.	8400.

ALL OF WHICH IS RESPECTFULLY SUBMITTED AS THE UNANIMOUS OPINION
OF THE CONCILIATION BOARD.

(Signed)
W. E. Huckvale

(Signed)
K. C. Barrass

(Signed)
Joseph Berlando

The Honourable Raymond Reiersen,
Minister of Labour,
Government of the Province of Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a
dispute between Medicine Hat Laundry Workers
Federal Union No. 45, C.L.C. and The Medicine
Hat Steam Laundry Company.

The Conciliation Board appointed by Order-in-Council
No. 1301/63, met with the parties to the dispute and considered the
representations made within the terms of reference.

The Conciliation Board is happy to present the following
unanimous award: "That a wage increase of 2¢ per male and 2¢ per
female, retroactive July 1st, 1963, and continuing to December 31st,
1963, and a further increase of 3¢ per male and 2¢ per female employee
be given, from January 1st, 1964 to June 30th, 1964."

The other observations, and recommendations are being
forwarded to the parties concerned.

All of which is respectfully submitted,

(SIGNED)

Rev. Harold L. MacKay, Chairman

(SIGNED)

Mr. L. Toole, Member

(SIGNED)

Mr. T. R. Osborne, Member.

DATED AT MEDICINE HAT, Alberta,
this 16 day of October, 1963.

October 23, 1963.

TO:

The Honourable R. Reiersen,
Minister, Department of Labour,
Terrace Building, Legislative Grounds,
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a
dispute between the Retail Clerks Union, Local
401, Edmonton, Alberta and Macleod's Limited,
Red Deer, Alberta.

The Conciliation Board appointed by Order-in-Council No. 1512/63 dated October 1st, 1963, held meetings with representatives of the parties to the dispute and considered the representations made by both parties.

The Members of the Conciliation Board were:-

Mr. A. J. Maure	Chairman
Mr. L. Whitfield	Member representing the Union
Mr. T. R. Bradshaw	Member representing the Employer

Appearing before the Board were:-

For the Employer

Mr. J. D. Grant
Mr. A. S. Kopp
Mr. H. Hughes

For the Union

Mr. D. Curran

Extension of time was granted to the Board by the parties to the dispute effective to the date of this Award.

The dispute before the Board concerned a new agreement between the parties.

The Conciliation Board met on the 8th day of October, 1963 at the Terrace Building, Edmonton.

As a result of several meetings we attach hereto as Appendix "A" all contract clauses which were agreed to by both parties.

There remained two clauses still in dispute.

1. Union Security.
2. Salary.

The Members of the Conciliation Board were unable to bring about a settlement of the matters in dispute and, therefore, the following Unanimous Award is submitted:-

Union Security:

The Employer agrees to retain in his employ within the bargaining unit as outlined in Section 1 of the Agreement only members of the Union in good standing. The Employer shall be free to hire new employees who are not members of the Union provided said non-members whether part time or full time employees shall make application for membership within 30 days after commencement of employment. Within 10 days of commencement of employment the Employer shall provide the Union in writing with the name and address of each new employee.

Salary:

<u>Classification</u>	<u>Minimum</u>
Assistant Manager	\$270.00
Trainee	\$250.00
Key Person	\$235.00
Senior Sales - Experience 3 years and over	Male \$220.00
	Female \$190.00
Reg. Sales - Experience 2 years	Male \$205.00
	Female \$180.00
Junior Sales - Inexperienced or beginner	Male \$190.00
	Female \$170.00
Senior Office - Experienced	Male \$205.00
	Female \$185.00
Junior Office - Inexperienced	\$170.00
Shoppers and Receivers	\$200.00

The Conciliation Board wishes to express its appreciation for the co-operation and the manner in which the representations were made.

All of which is respectfully submitted.

(Signed)

A. J. MAURE,
Chairman.

(Signed)

L. WHITFIELD
Member.

(Signed)

T. R. BRADSHAW,
Member.

APPENDIX " A "

Memorandum of Agreement made this day of 1963

Between Macleod's Limited

A body corporate carrying on business at
5127 Gaetz Avenue in the City of Red Deer,
Alberta, hereinafter referred to as the
"Employer"

And

Retail Clerks Union, Local 401, an affiliate
of the Retail Clerks International Association,
A.F. of L., C.I.O. hereinafter referred to as
the

"Union"

Whereas: The Board of Industrial Relations of the Province of Alberta on the 18th day of January, 1963, did certify the Retail Clerks Union, Local 401, Edmonton, Alberta, as bargaining agent for a unit of employees of Macleod's Limited, Red Deer, Alberta.

Now therefore: The Employer and the Union agree as follows:

Section 1 - Bargaining Agency

The Employer recognizes the Union as bargaining agent for employees of the retail store of Macleod's Limited located at 5127 Gaetz Avenue, Red Deer, Alberta.

Section 2 - Management Rights

The Union agrees that the management of the Company, including the right to plan and direct and control store operations; the direction of the working force; the discharge of employees, and those matters requiring judgment as to competency of employees, are the sole right and function of the Employer.

It is agreed that the foregoing enumeration of Management rights shall not be deemed to exclude other recognized function of Management not specifically covered in this Agreement. The Employer, therefore, retains all rights not otherwise specifically covered in this Agreement.

The exercise of the foregoing rights shall not alter any of the specific provisions of this Agreement.

Section 3 - Basic Work Week - Overtime-
Part time or Extra Employees - Statutory Holidays

(a) The basic work week for regular full time employees shall be forty-three (43) hours per week comprised of five eight hour days and one three hour day.

In a week in which a statutory holiday or holidays occur, the normal basic work week for regular full time employees shall be reduced by the number of hours the majority of employees covered by this Agreement would have normally worked had the day or days not been proclaimed holidays.

(b) There shall be a regular semi-monthly payday and each employee shall be provided with a statement of earnings and deductions once each month for the month pay period covered.

(c) The following days shall be considered as holidays for which regular full time employees shall suffer no reduction in pay provided they work their scheduled full day or part day before and their scheduled full day or part day after the holiday:

Thanksgiving Day, New Year's Day, Good Friday, Empire Day, Dominion Day, Labour Day, Remembrance Day, Christmas Day, Boxing Day and all other public holidays proclaimed by the Civic, Dominion or Provincial Governments, provided that all major stores in Red Deer, retailing hardware and variety products close on any such holiday proclaimed.

(d) Employees required to work on a holiday shall be compensated at the rate of time and one-half their regular hourly rate for each hour worked.

(e) Part time or extra employees shall be paid at their regular hourly rate for each hour worked, except when employed for less than four consecutive hours per day, in which event they shall receive a minimum of four (4) hours pay, providing however, that subject to the approval of the Board of Industrial Relations, students on school days may be paid only for those hours worked. If a part time employee is called by the Employer to report for work and upon reporting finds that his or her services are not needed, he or she shall receive two (2) hours pay.

Section 4 - Rest Periods

The Company agrees that employees shall be granted a rest period of ten minutes as scheduled by Management, during each work period of four or more hours. For many years Macleod's Limited have granted a rest period of ten minutes as scheduled by Management, during each work period of four or more hours. The Company will continue with this policy.

Section 5 - Vacations

(a) Any regular full time employee after one year's service shall receive two weeks' vacation with pay each year and after five years' service shall receive three weeks' vacation with pay each year.

(b) Macleod's Limited will continue to grant an extra day's vacation with pay when a Statutory Holiday occurs during an employee's vacation, if the holiday is one which the employee would have received had he been working.

Section 6 - Grievance Procedure

This procedure shall be as provided for in The Alberta Labour Act (Revised with amendments up to and including 1960) Part V Section 73 item (6).

Section 7 - General

Staff meetings when held, other than during working hours will be on a voluntary basis. When not on a voluntary basis the employees shall be compensated.

Section 8 - Expiration and Renewal

This Agreement shall be effective from January 18th, 1963 and shall remain in force until January 17th, 1964 and thereafter from year to year, but either party may, not less than thirty days and not more than sixty days before the expiry date or renewal date of such Agreement, give notice in writing to the other party to terminate such Agreement or to negotiate a revision thereof.

TO:

The Honourable R. Reiersen,
Minister of Labour,
EDMONTON, Alberta.

Sir:

A W A R D

IN THE MATTER OF The Alberta Labour Act
and a dispute between the United
Packinghouse, Food and Allied Workers
Local No. 243, Edmonton, and Canada
Packers Limited, Edmonton, Alberta.

The Conciliation Board appointed by Order-in-Council No. 1300/63 dated August 20th, 1963, to deal with the above captioned dispute, convened on September 4th, 1963, and heard submissions by both parties and subsequently has considered the matters involved.

While the Order-in-Council restricted the points of dispute, it appeared ~~the~~ further items had arisen out of these points and the present recommendation is an attempt to deal with all of them.

The Board unanimously recommends that the labour-management contract contain provision for probationary rates below the base contract rate and that these rates be as follows:-

Starting Probationary Rate	- Male	- \$1.37
	Female	- 1.00

At the expiration of three months , these rates to be increased to	- Male	- \$1.47
	Female	- 1.07

At the expiration of six months , the basic labour rate shall be	- Male	- \$1.55
	Female	- 1.17

Apart from the Probationary Rates herein set out, the base labour rate for present employees shall be increased by three (3¢) cents, making the Male rate \$1.55 and the Female rate \$1.17 and all other category rates shall be increased by three (3¢) cents for both Male and Female.

On December 1st, 1963, all employees receiving the base rate or a higher category rate shall receive a further increase of three (3¢) cents per hour.

It is further recommended that the Sick Pay provisions apply as in the existing agreement except that the rates shall be increased by \$3.00 for males and \$2.00 for females.

With regard to retroactive pay, the Board has been advised that the company and the union have reached an agreement with regard to compensation in place of retroactive pay and on the basis of this agreement the Board recommends that the pay increases here and before set out shall commence as of October 1st, 1963, but if the company and the union are unable to finalize an agreement with regard to the retroactive aspect, the Board is prepared to consider this point further.

All other provisions of the agreement shall remain as at present or as agreed upon by the parties prior to the hearing herein.

DATED at Edmonton, Alberta, this 18th day of October, A.D., 1963.

All of which is respectfully submitted.

(Signed)

W. STANLEY ROSS, Chairman.
Conciliation Board.

(Signed)

R. N. HARVEY, Member,
Conciliation Board.

(Signed)

ROBERT SCOTT, Member,
Conciliation Board.

TO:

The Honourable R. Reiersen,
Minister of Labour,
Terrace Building,
Legislative Grounds,
EDMONTON, Alberta.

Sir:

A W A R D

IN THE MATTER OF The Alberta Labour Act
and a dispute between the International
Union of Operating Engineers, Local 955,
Edmonton, and Standard Gravel & Surfacing
of Canada Ltd., Calgary, Alberta.

The Conciliation Board, appointed under authority of Order-in-Council No. 909/63, held meetings with the representatives of the parties to the dispute and considered the representations made by both parties.

The members of the Conciliation Board were:-

MR. R. A. DIXON	--- Chairman
MR. R. M. JEFFERIES	- - Company representative
MR. L. CHIKINDA	- - Union representative

Appearing before the Board were:-

For the Employer

Mr. P. M. Mahoney

Mr. K. Matthews

For the Union

Mr. J. McCambley

The Conciliation Board was unable to find a mutual ground for settlement between the parties, and therefore are submitting their Findings.

The Board had the benefit of receiving written and verbal representation from both Standard Gravel & Surfacing of Canada Ltd. and International Union of Operating Engineers, Local 955, Edmonton, and whereas the only matter in dispute between the parties was as to wages, it is the Award of the Chairman, R. A. Dixon, and Member of the Board, R. M. Jefferies, constituting a Majority Decision of the Board that:-

A five (5) cent per hour across the board increase be granted effective October 31, 1963; and

That a further five (5) cent per hour across the board increase be granted effective September 1, 1964, and such rates to remain in effect until February 28, 1965.

All of which is respectfully submitted at the City of Calgary, Alberta, this 29th day of October, 1963.

(Signed)

R. A. Dixon

(Signed)

R. M. Jefferies

TO:

The Honourable R. Reiersen,
Minister of Labour,
Terrace Building,
Legislative Grounds,
EDMONTON, Alberta.

Sir:

IN THE MATTER OF The Alberta Labour Act and
a dispute between the International Union of
Operating Engineers, Local 955, Edmonton and
Standard Gravel & Surfacing of Canada Ltd.,
Calgary, Alberta.

MINORITY REPORT

The Conciliation Board under authority of Order-in-Council No. 909/63
met with the parties to the dispute on June 21, 1963. Many subsequent
meetings were held which has resulted in the following submission:

Appearing before the Board as representatives of the Parties to the dispute were:-

FOR MANAGEMENT

Mr. P. M. Mahoney
Mr. K. Matthews

FOR THE UNION

Mr. J. McCambley

The Conciliation Board consisted of the following:-

Mr. R. A. DIXON	- Chairman
Mr. R. M. JEFFERIES	- Company representative
Mr. L. CHIKINDA	- Union representative

In the course of deliberations of the dispute between the Operating Engineers
Local 955 and the Standard Gravel & Surfacing of Canada Ltd., the following
facts came to light:-

1. In January 1962 the Local Union commenced negotiations to amend
the existing agreement of the Alberta Roadbuilders' Association,
signed by some of the members Companies, including Standard Gravel.
2. The Union negotiated in good faith with the Committee representing
the Association until an agreement was concluded on June 4th, 1962.
3. Standard Gravel & Surfacing of Canada Ltd. participated in nego-
tiations and then refused to sign this newly negotiated agreement
which included wage increases and other changes.

The Conciliation Board had many facts presented, including wage rates being
paid by some of Standard Gravel's competitors - some of which were higher and
some lower. Of approximately 12 million dollars worth of work that has been
and is being done this year in Alberta, about one-third is being done at
wage rates below the 1960 agreement. Another third is being done at the 1960
scale of wages and the final third is being done by Contractors signatory to
the above mentioned negotiated agreement. Standard Gravel maintains that if
it were to become signatory to this 1962 agreement, it would become uncompetitive

in this industry. It is interesting to note that this year Standard Gravel has enjoyed more work than any of its competitors. It presently has contracts totalling \$1,707, 660.00; in addition it has had large contracts on Air Port work i.e. Edmonton International Air Port, extension to Calgary runways for Jet Aircraft, as well as the Calgary Causeway, and a recent half million dollar contract to the Medicine Hat Air Port.

It is very apparent to me that because of the various tactics adopted by the Company during the cause of these prolonged negotiations, they have been successful in having this 1960 agreement extended 19 months. I suggest that as a result of this they have enjoyed a more favourable competitive position in this industry than those signatory to this agreement. I would further wish to bring to the attention of the parties concerned that the ten Companies who did honour their obligation and signed the 1962 agreement have been successful in bidding competitively and getting their fair share of the work.

It is my belief that the fundamental principle of collective bargaining and the spirit of negotiating in good faith must be maintained, if this industry is to continue to grow and prosper in this Province. I, therefore, recommend that inasmuch as Standard Gravel and Surfacing of Canada Ltd. was an original member of the negotiating team representing the Road-builders' Association, and did play an important role in the drafting of this agreement, they adopt this as a bona-fide collective agreement and become signatory to it. This will allow their employees to receive the wage rates and other benefits due them effective March 1, 1963 to February 28, 1964. All of this is in accordance with the agreement negotiated between the Union and the Alberta Road Builders' Association.

This would certainly help to create stability desperately needed in the industry and allow the Union to once again prepare for negotiations with all the members of the Association, beginning in the new year.

All of which is respectfully submitted,

(Signed)

L. CHIKINDA, Union Representative

November 14, 1963.

Mr. D. I. Gardner,
Vice Chairman,
Board of Industrial Relations,
Government of Province of Alberta,
Edmonton, Alberta.

Dear Sir:

IN THE MATTER OF THE ALBERTA LABOUR ACT and a dispute between the International Woodworkers of America Local 1-206, Blairmore, Alberta and Estevan Industries Limited, Fort Macleod, Alberta.

Pursuant to the Order-In-Council dated October 21, 1963 whereby

R. M. Tanner - Chairman
207 B. C. Trust Building, Lethbridge, Alberta,

K. C. Barrass - Member
421 Fourth Avenue S. E., Calgary, Alberta,

H. B. Hodgins - Member
10127 - 97th Street, Edmonton, Alberta,

were appointed as a Conciliation Board with respect to the above dispute, we wish to advise that the Conciliation Board met in Lethbridge, Alberta at 10:00 a.m. on Tuesday, November 12 and again at 9:00 a.m. on Wednesday, November 13. At these meetings presentations were heard from both parties of the dispute and subsequent to those presentations, the board itself met and further discussed the several problems.

We restricted the discussions to these particular issues referred to in your letter of October 24, 1963. Those issues were:

1. Article III - Union Security
Section 1 - (New)
Section 3 - (New)
2. Article XVIII - Wages
3. Classifications
4. Term of Contract

We, the board, therefore submit the following recommendations:

ARTICLE III - UNION SECURITY (Maintenance of Membership and
Check-Off for new employees)

Sec. 1 It shall be a condition of employment, after the final signatures have been affixed hereto, that all eligible employees then members of the Union, or those who subsequently become members of the Union, shall be required to maintain their membership therein. Employees who are not members of the Union on the date appointed, and future employees who do not wish to become members, shall remain free to maintain their non-membership status or not, dependent upon their individual wishes in the matter.

Sec. 2 (New) There shall be no discrimination, coercion, interference or restraint by the Company, or by the Union, or by representatives of either party against any employee because of membership or non-membership in the Union. It is agreed that there shall be no solicitation or promotional Union activity on Company time.

Sec. 3 Remittance of all check-off deductions together with (old itemized list, (in duplicate), of the names and amounts, Sec.2 shall be forwarded to the Local Union not later than now ~~new~~ the 10th of the following month. In the case of new Sec.3) employees, after their probationary period, the regular monthly union dues shall be similarly transmitted, such authorization being required when they are engaged by the Company.

ARTICLE XVIII - WAGES:

Sec. 1 To be amended as follows:

Rates for new employees
as follows:

	Effective on ratification of this agreement	Effective May 10, 1964
Starting Rate	\$ 1.25	\$ 1.32
Base Rate - after 3 pay periods	1.35	1.42
Base Rate - after a further 3 pay periods	1.45	1.52

General Wage Increase - All other Employees in the Unit.

Effective on Ratification of this Agreement - seven (7) cents per hour across the board.

Effective May 10, 1964 - Additional three (3) cents per hour across the board.

CLASSIFICATION:

It is recommended that classifications be established for employees in the following positions, and the above general wage increase will apply to their existing rates.

Maintenance
Electrician
Production Worker
Welder

TERM OF CONTRACT:

It is recommended that the term of contract be for a two (2) year duration, effective May 10, 1963.

Below are our signatures attesting to our approval of the above recommendations:

(Signed)

R. M. Tanner, Chairman,

(Signed)

K. C. Barrass, Member,

(Signed)

H. B. Hodgins, Member.

IN THE MATTER OF The Alberta Labour Act
and a dispute between The Alberta Teachers'
Association and the Calgary School District
No. 19, Calgary, Alberta.

AWARD OF CONCILIATION BOARD

The undersigned constitute the Conciliation Board designated pursuant to the provisions of Section 88 of the Alberta Labour Act to deal with the matters in dispute between the above named parties.

Representatives of both parties to the dispute consisting, in the case of the Calgary School Board, of Mr. Ross Alger as Chairman, Mr. G. M. Burden, a Member and Mr. Glen Holmes, Board Member, and on the part of the Alberta Teachers' Association, Mr. Fred Seymour, Mr. H. H. Rooney and Mr. Garfield Anderson. Assisting in the presentation of the School Trustees' case were Mr. Robert Allen, Director of Personnel and Mr. Robert Warren, Superintendent of Schools. Mr. Arthur Wilkes, an Executive of the Alberta Teachers' Association attended as an observer. A number of Teachers affected, constituting in the main, I believe, a Committee of the Calgary School Teachers affected by the dispute were present at the hearing.

The hearing took place on November 18th and 19th at Court Room No. 5 in the Court House, in the City of Calgary, Mrs. Nellie Pike of the Board of Industrial Relations, Calgary, Alberta, acted as Secretary of the Board.

CONCLUSIONS AND AWARD

The School Board's proposal with respect to increase of increments in the categories D, E and F was only submitted as noted above, on the basis that there would be no other changes in the Salary Scales. This position was, however, altered somewhat by the additional proposal with respect to bursaries, also outlined above. Neither the initial or the altered proposal was acceptable to the Teachers and the School Board's proposals must therefore be regarded as withdrawn.

Notwithstanding this situation, this Board considers that there was merit and good sense in the Board's proposals and proposes to take the initial proposal into account in arriving at its award.

However, if this Board gives effect only to the School Board's proposal with respect to increase of increments in categories D, E and F it would mean that no wage increase is to be available to a large portion of its staff for the three of the four school years ending in 1965 (assuming a two year contract is accepted as already agreed upon by the representatives of the parties). Roughly 60% of the Calgary teaching staff are non-degree Teachers with from one to three years Teacher education beyond Grade XII and for various reasons many of them could not take advantage of the bursaries provided for in the School Board's supplemental proposal. It was acknowledged by the School Board and supported by the statements of the Superintendent of Schools that at present and for some time to come the Calgary School System will have to rely to a large extent on the services of certified, but non-degree Teachers in order to meet the demands of its school system.

This Board commends the School Board for its endorsement of the policies and objectives stated above and the proposals it has put forward might be termed a dramatic step to achieving its stated objectives.

It appears, however, that its objectives and policies as applied in its proposed wage determinants cannot, alone, be superimposed upon the present salary grids without eliminating the possibility of a wage increase for approximately 75% of the teaching staff for at least a two year period.

It would appear to this Board that a wage increase reasonably sufficient to compensate for apparent increase in cost of living, for the non-degreed Teachers would not be inconsistent with the stated policies and objectives of the School Board.

Based upon a two year agreement effective from September 1, 1963 to August 31st, 1965 this Board makes the following award:-

- (1) That the minimum annual salaries in categories A, B and C of the present salary grids each be increased by \$50.00, with no change in increment structures;
- (2) That the proposal of the School Board with respect to salaries in categories D, E and F be adopted and approved; and
- (3) That no other changes be made in the Salary Scales provided by the said grids.

In closing this Board wishes to commend the representatives of the School Board and the Teachers in the efficient, orderly, moderate and courteous manner in which their respective cases were presented to this Board.

Dated this 27th day of November, 1963.

(Signed)

S. J. Helman, Q.C.

(Signed)

A. O. Ackroyd

(Signed)

G. H. Allen, Q.C.

Chairman.

THE ALBERTA LABOUR ACT

V O T E S

CONCILIATION BOARD AWARDS

M

THE ALBERTA LABOUR ACT

V O T E S

O N

CONCILIATION BOARD AWARDS

OCTOBER 1st, 1963 to DECEMBER 31st, 1963

<u>UNION</u>	<u>COMPANY</u>	<u>RESULT</u>
1. International Association of Heat and Frost Insulators and Asbestos Workers Local No. 126, Calgary.	J. K. Campbell & Associates Ltd., Calgary.	Employees Rejected Employer Rejected
	George Money & Son Limited, Calgary.	Employees Rejected Employer Rejected
	Fred Deeves & Sons Ltd., Calgary.	Employees Rejected Employer Rejected
	Asbestos Contractors Supplies Ltd., Calgary.	Employees Rejected Employer Rejected
	Western Asbestos (Alberta) Ltd., Calgary.	No Employees
2. Bakery and Confectionery Workers International Union of America, Local 252, Calgary, Alberta.	Weston Bakeries Limited, Calgary.	Employees Rejected Employer Accepted
3. Bakery and Confectionery Workers International Union of America, Local 252, Calgary, Alberta.	General Bakeries Limited, Calgary.	Employees Rejected Employer Accepted
4. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local 987, Calgary, Alberta.	Weston Bakeries Limited, Calgary.	Employees Accepted Employer Accepted

5.	Driver Salesmen, Plant, Warehouse and Cannery Employees, Local No. 987, Calgary, Alberta.	McGavin Toast-master Limited, Calgary.	Employees Rejected Employer Accepted
6.	Driver Salesmen, Plant, Warehouse and Cannery Employees, Local 987, Calgary, Alberta.	General Bakeries Limited, Calgary.	Employees Rejected Employer Accepted
7.	United Packinghouse, Food & Allied Workers, Local No. 243, Edmonton.	Canada Packers Limited, Edmonton.	Employees Accepted Employer Accepted
8.	Retail Clerks Union, Local 401, Edmonton, Alberta.	Macleod's Limited, Red Deer, Alberta.	Employees Rejected Employer Rejected
9.	International Union of Operating Engineers, Local No. 955, Edmonton.	Standard Gravel & Surfacing of Canada Ltd., Calgary.	Employees Accepted Employer Accepted
10.	International Woodworkers of America, Local 1-206, Blairmore.	Estevan Industries Limited, Fort Macleod.	Employees Rejected Employer Rejected

THE ALBERTA LABOUR ACT

CONCILIATION BOARD AWARDS

AWARD ACCEPTED

(NO VOTE)

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THE ALBERTA LABOUR ACT

CONCILIATION BOARD AWARDS

OCTOBER 1st, 1963 to DECEMBER 31st, 1963.

AWARD ACCEPTED (NO VOTE)

UNION

COMPANY

- | | |
|--|--|
| 1. The Alberta Teachers' Association, Edmonton, Alberta. | Crowsnest Consolidated School District No. 78, Blairmore, Alberta. |
| 2. The Medicine Hat Laundry Workers Federal Union No. 45, C.L.C., Medicine Hat, Alberta. | Medicine Hat Steam Laundry Company Limited, Medicine Hat, Alberta. |
| 3. The Alberta Teachers' Association, Edmonton, Alberta. | Calgary School District No. 19, Calgary, Alberta. |

THE ALBERTA LABOUR ACT

V O T E S

ON STRIKE ACTION

THE ALBERTA LABOUR ACT

V O T E S

STRIKE ACTION

OCTOBER 1st, 1963 to DECEMBER 31st, 1963

<u>UNION</u>	<u>COMPANY</u>	<u>RESULTS</u>
1. Bricklayers, Masons, Marble Masons, Tile Layers and Terrazzo Workers, Subordinate Union Local No. 2, Calgary, Alberta.	1. Bayker Construction Ltd. 2. Bennett & White (Alberta) Ltd. 3. Bird Construction Co. Ltd. 4. Burns & Dutton Concrete & Construction Co. Ltd. 5. Foundation Co. of Canada Ltd. 6. Poole Construction Co. Ltd. 7. Commonwealth Construction Co. Ltd.	Employees Voted For Employees Voted For Employees Voted For Employees Voted For Employees Voted For Employees Voted For Employees Voted For
2. Driver Salesmen, Plant Warehouse and Cannery Employees, Local No. 987, Calgary, Alberta.	General Bakeries Limited, Calgary, Alberta.	Employees Voted Against
3. Driver Salesmen, Plant Warehouse and Cannery Employees, Local No. 987, Calgary, Alberta.	McGavin Bakery Ltd., Calgary, Alberta.	Employees Voted Against
4. Bakery and Confectionery Workers International Union of America, Local 252, Calgary, Alberta.	General Bakeries Limited, Calgary, Alberta.	Employees Voted Against

THE ALBERTA LABOUR ACT

VOTES

ON REVOCATION OF CERTIFICATION

THE ALBERTA LABOUR ACT

V O T E S

REVOCATION OF CERTIFICATION

OCTOBER 1st, 1963 to DECEMBER 31st, 1963

<u>UNION</u>	<u>COMPANY</u>	<u>RESULT</u>
1. Office Employees International Union, Local No. 379, Calgary, Alberta.	Highlander Motor Hotel, Calgary, Alberta.	Voted for
2. Bakery and Confectionery Workers, Local No. 276, Edmonton, Alberta.	National System of Baking Limited, Edmonton, Alberta.	Voted for
3. Retail Clerks Union, Local 401, Edmonton, Alberta.	Macleod's Limited, Red Deer, Alberta.	Voted for

THE ALBERTA LABOUR ACT

V O T E S

ON A SELECTION OF A

BARGAINING AGENT

THE ALBERTA LABOUR ACT

V O T E S

ON SELECTION OF

A BARGAINING AGENT

OCTOBER 1st, 1963 to DECEMBER 31st, 1963

<u>UNION</u>	<u>COMPANY</u>	<u>RESULT</u>
1. International Association of Machinists, Local Lodge 1722, Edmonton, Alberta.	Crosstown Motors, Edmonton, Alberta.	Voted for
2. Retail Clerks Union, Local 401, Edmonton, Alberta.	Johnston Terminals Limited, Edmonton, Alberta.	Voted for
Truckers, Cartagemen and Building Material Employees, Local 362, Calgary, Alberta.		Voted against
3. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, Edmonton, Alberta.	Champion's Delivery, Edmonton, Alberta.	Voted for
4. International Stereotypers' and Electrotypers' Union, Local 109, Calgary, Alberta.	The Albertan, Calgary, Alberta.	Voted against
5. Calgary Public Library Staff Association, Calgary, Alberta.	Calgary Public Library Board, Calgary, Alberta.	Voted for
6. Retail Clerks Union, Local 401, Edmonton, Alberta.	Merco Wholesale Limited	Voted for
7. Hod Carriers, Building and Common Laborers Union, Local 92, Edmonton, Alberta.	Murmac Construction, Edmonton, Alberta.	Count Pending
8. United Steelworkers of America, Local 6034, Calgary, Alberta.	Fruehauf Trailer Company of Canada Limited, Calgary, Alberta.	Voted for

THE ALBERTA LABOUR ACT

TRANSFER OF JURISDICTION

ISSUED

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TRANSFERS OF JURISDICTION

OCTOBER 1st, 1963 to DECEMBER 31st, 1963.

1. Oil, Chemical and Atomic Workers' International Union, Local 9-728, Edmonton, Alberta and Fiberglas Canada Limited, Edmonton, Alberta.

FROM: Fiberglas Workers Local No. 1590, Edmonton, Alberta.

TO: Oil, Chemical and Atomic Workers' International Union, Local 9-728, Edmonton, Alberta.

UNIT: "All plant employees of the Edmonton division Fiberglas Canada Limited excluding all Office Staff those in a managerial capacity, foreman, those persons above the rank of foremen, Receiver Storekeeper and Security Guards."
2. United Packinghouse, Food and Allied Workers, Local 1115, Lethbridge, Alberta and Catelli Food Products Limited, Lethbridge, Alberta.

FROM: United Packinghouse, Food and Allied Workers, Local 740, Lethbridge, Alberta.

TO: United Packinghouse, Food and Allied Workers, Local 1115, Lethbridge, Alberta.

UNIT: "All employees excluding office and clerical staff, salesmen, chief engineer, foremen and those above the rank of foremen with the right to hire and fire."

